International City Managers' Association

Local Government
SERVICE
OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS
No. 1. Vol. XXII. JANUARY, 1942 THREEPENCE

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NALGO LOOKS TO 1942

A New Year Message To All Members From The President

NO one of us is likely to regret the passing of 1941. It has been a hard year for Britain, and a hard year for the local government officer. In common with the rest of the population, he has experienced to the full the "blood and toil and tears and sweat" promised by the Prime Minister. Close on 300 of our colleagues have given their lives to preserve that system of free and democratic government to which we have all dedicated ourselves, while a further 120 are missing and more than 160 are prisoners in enemy hands. Many more have suffered injury and bereavement, and all of us, whether serving in the Forces or at home, have had to work harder, longer, and under greater difficulties than ever before.

Yet, if we regard 1941 without pleasure, we can look back on it with pride. The growing number of our members in the Forces—now probably near 30,000—have acquitted themselves with distinction in every field of war. One has only to glance at the monthly Roll of Honour to appreciate all they have done and are doing. A NALGO member is British commandant of a German prison camp where, he declares, "despondency is unknown" and every man is "supremely confident of the future." There is even a NALGO branch in one German camp. Yet another member of NALGO, escaping from his German captors in Flanders, walked right through France and Spain to Gibraltar. Many of our colleagues have bombed Berlin and other German towns, many have fought in Norway, France, Libya, Greece, Crete, Irak, and on the high seas. More than forty have received awards for their gallantry and heroism. They are always in our thoughts, and we look to the day when we shall welcome them back and hear at first hand the thrilling stories they will have to tell.

Home Front Heroes

We have had our heroes on the Home Front, too, heroes of the war of civil defence which has become our special task and duty. As Mr. Malcolm MacDonald told a meeting of Canadian mayors some time ago, "Local government in Great Britain has never had such a glorious vindication as during these last months, when the Nazis have descended upon the island in their most savage fury and attempted to lam the life out of it." He pointed out, with truth, that Britain owes its survival during those fateful months of heavy air attack in large measure to the local authorities. Though they had been developed for the happier tasks of peace, though they were ill-equipped for the swift and ruthless improvisation demanded by war, and lacked training and experience in dealing with its effects, they have shown themselves able to meet every one of the unparalleled demands made on them. They have been subjected to criticism on this point and on that; indeed, local government officers themselves, as a glance at the files of this journal during the past twelve months will show, have been their own keenest critics. We have not been satisfied, we never shall be satisfied, with our achievements. Yet we can, I think, at this period when one year passes and another opens, take sober pride in what we have accomplished.

As the result of our efforts, in common with those of the rest of the nation, Britain, after some of the heaviest air bombardments the world has yet seen, still stands defiant, unafraid, and confident of victory. The measures we have organised for the dispersal of the population, the building of shelters, the manning of wardens', fire guard, and casualty posts, and the augmenting of fire-fighting services, have saved thousands of lives and prevented the destruction of much property. The plans we have carried out for speedy repair of damaged homes and services and for sheltering and rehousing the homeless have averted untold hardship. It would take pages to list all that local authorities and their staffs have done to maintain the life, the health, and the spirit of the nation. One day, I hope, that story will be told—it will be a thrilling and proud record, worthy to rank with the greatest achievements of democracy. It is sufficient here to say that we have so far succeeded in all that we set out to do. That success has called for sacrifice, hard work, and high courage, often in the most unexpected quarters. Fifty NALGO members have given their lives in the battle of the bombs. Twenty-two have received awards—and it was no coincidence that the first George Cross to be awarded by the King went to one of our colleagues. We think with pride of him, tunnelling through heaps of treacherous debris to rescue people buried in its midst, and of others of that gallant band—the medical officer who, refusing to leave his rescue work when he heard a bomb falling, was himself buried and injured, but carried on with the job as soon as he had been dug out; the gas manager who fought flames on the top of an ice-covered gasometer; the girl telephone operator who, injured herself and with her friend dead at her side, carried on at the control centre switchboard; the engineering assistant who went alone to take the fuses out of unexploded bombs; the rescue party leader who, surrounded by flames, supported a wall on his shoulders until a woman had been rescued; the many fire brigade officers who worked hour after hour in an inferno of heat and smoke; and the countless others, recognised and unrecognised, who abandoned all thought of self in their determination to succour the injured and the homeless. It makes us proud—and humble—to be able to count such men and women among our colleagues.

A Successful Year

Seen alongside these national and personal achievements the affairs of our Association may seem relatively trivial. Yet here, too, the record is a proud one. Throughout the year the National Executive Council, the district committees, the branches, and the staffs at headquarters and in the divisional offices have worked hard and successfully to safeguard the interests of our members everywhere. As a result of their efforts, despite many difficulties, most of our members in the Forces are having their service pay supplemented, the staffs of nearly 1,300 local authorities at home are receiving a bonus to mitigate the burden of the increased cost of living, salary scales and grading schemes have been improved in many areas, and countless individual hardships and grievances have been lightened or removed. Substantial progress has been made in the nation-wide development of Whitleyism, and there are at the moment good prospects of a big step forward in the near future. Great efforts, in which we are playing a leading part, are in progress to improve

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the conditions and livelihood of our members in the nursing services. Under a scheme introduced in 1940, several hundred London civil defence workers have been enabled to enjoy rest and recuperation in the country. Nationally and locally, the Association has played a distinguished part in many branches of the national effort, from the organisation of citizens' advice bureaux to the collection of vast sums for national savings. The ancillary activities have triumphantly overcome war-time difficulties and have even been able to expand into new fields of service. Thus, Logomia, despite the heavy burden of work thrust upon it by the War Damage Act, has recently launched new insurance schemes to cover those war risks to which many of our members are specially exposed. The Provident Society and the Approved Society, after surmounting the most severe sickness epidemic in their history, have both expanded their activities to cover new entrants to National Health and Pensions Insurance. The Building Society has, unfortunately, been compelled by the increasing burden of income-tax and war damage insurance to announce a further reduction in the interest payable to shareholders and depositors; it has, however, been able to resume advances to members wishing to buy their homes. The Benevolent and Orphan Fund has overcome, with the generous aid of members everywhere, all war-time difficulties in raising money, and has met every call for help made upon it. Above all, despite the departure of many headquarters, district, and branch officers to the Forces, and the influx of many new and temporary members to its ranks, the Association has been maintained in full and vigorous activity; indeed, it is doubtful if it was ever so much alive and so ready to face future tasks as it is to-day. For that happy circumstance we all stand in debt to those innumerable men and women, many of them inexperienced in NALGO affairs, who, despite other calls on their time and energies, have devoted enthusiasm and enterprise to the maintenance of the Association's work.

A Word to "Temporaries"

And here let me say a word to those temporary officers who have entered the local government service for the period of the war. You have, I trust, received everywhere a hearty welcome from your colleagues on the permanent staff. We are glad to welcome you into our Association and we shall readily share with you the benefits and facilities we have won for our permanent members. You are now part of a great service which has as its constant aim the enhancement of the health, happiness, and security of the whole community, irrespective of birth, wealth, or privilege. If you have joined NALGO, as I trust you have, you have entered a great Association which for more than a quarter of a century has striven to secure for the local government officer reasonable conditions of life and work within that machine of public service. The full resources of the Association are at your disposal. It will strive to protect your interests and to maintain the rights it has won for you, along with all your colleagues. Upon one point only must we differentiate between you and the members of the permanent staffs. Those of our members who have entered the Forces must always be our special concern, and should any conflict of interest arise when they return, our first loyalty must be to them, I am sure you will recognise the fairness of that. But, that single point apart, you are full members of NALGO, entitled to share in all it has to offer, on an equal basis with all your colleagues. How much it has to offer—in satisfaction of service no less than in privilege and protection—you will discover when you take an active part in its work. I wish you joy in your job and much happiness in your life among us.

We can claim that we have come through the hardest year of our lives, individually and as an Association, with colours flying, steps unfaltering, determination unflagging. What of the future? What has 1942 in store for us?

It will be harder still for each one of us, and for NALGO. That is certain. Thousands more of our members, women as well as men, will be transferred to the Forces and to other branches of national effort. The burden upon those left to continue the work of local government will be vastly increased. Heavier and more ruthless air raids may demand our last resources of courage and endurance, and we may have to meet the long-threatened trials of invasion. Conditions of life and work will become more severe. We shall be called upon for even greater sacrifice and devotion.

But that we shall triumph we are convinced. And just as the nation will win through to victory and the restoration of freedom and respect for law throughout the world, so will our Association win through, purified and strengthened, to face the no less arduous tasks of peace and reconstruction. Upon us, as local government officers, falls a heavy responsibility and a high privilege. As we have been called on to help maintain the life and spirit of Britain at war, so shall we be required to play a leading part in its rebuilding when peace has been restored. Already, many of us are at work on the plans for that rebuilding. Our own reconstruction committee is surveying the ground, and has called on districts, branches, and individual members to help it. In a narrower field, branches and district committees are considering the reconstruction on a firmer basis of our own Association. The trials of war have quickened our determination to build better, to ensure that the system of life we are now fighting to preserve shall be worthy of our sacrifices. Let that be the spirit in which, as individuals and as an Association, we face the year ahead.

Edward Lea

COST-OF-LIVING BONUS

A claim for revision of the national bonus award to bring it more into line with the actual increase in the cost of living was put forward by the staff side at a meeting of the emergency committee of the National Whitley Council on December 19.

Although the staff side supported the claim with the utmost vigour, the employers did not agree to the proposals made, and after several adjournments, it was decided to call a special meeting of the full council as soon as possible, in the hope that it would be able to reach agreement.

REST FOR THE "BOMB-WEARY"

SINCE NALGO launched, a year ago, its scheme for providing country holidays for "bomb-weary" London civil defence workers, to which the President refers, 315 people have been sent away for periods ranging from a few days to several months. NALGO members and many members of the public offered hospitality; indeed, there have been more offers of hospitality than workers wishing to accept them, so reluctant have been even the hardest-pressed civil defenders to leave their posts. The guests have been sent to all parts of the country, even as far as Scotland and the Lake District, and most have expressed the warmest appreciation of the kindness and hospitality of their hosts, with many of whom bonds of permanent friendship have been formed.

The Association has now received the following letter from the London Regional Commissioners, at whose request the scheme was organised:

"I am desired by the Regional Commissioners to say that they have learned with gratitude of the work which has been done by the National Association of Local Government Officers in finding accommodation and rest for civil defence volunteers within the London Region who were unable themselves to afford to pay for holidays.

"The Commissioners wish to express their thanks to the Association on behalf of all those civil defence workers concerned and I am to add that whilst they appreciate the effort which has been made in the past, they hope that it will not be found to be impossible in the future to extend the same concession to other deserving cases."

Although the recent lull in air raids has led to a big drop in applications for holidays through the scheme, it is being kept in being, and hospitality can be arranged at any time should the need again arise.

Shopping After the Raid

THE need for speedy restoration of shopping facilities after an air-raid—especially for food, clothing, blackout materials, and household essentials—is obvious, and most local authorities will by now have prepared their plans on the basis of schemes laid down by the Board of Trade and the Ministry of Food. But are these plans as good as they can be made, complete, flexible, and capable of operation whatever the extent of the dislocation? The morning after a heavy attack is no time to start organising distribution and, while some degree of improvisation is inevitable, the better the preparations beforehand, the more smoothly and adequately is that improvisation likely to work.

These thoughts are prompted after reading the details of a first-class scheme prepared at Walsall which reached us recently. Some months ago, we referred in these notes to Walsall's admirable arrangements for post-raid welfare and information. In this other aspect of its preparations, too, it seems to be well ahead of many other areas. We cannot, unfortunately, describe in detail the plans it has made—beginning at 6 a.m. on the "morning after"—to survey surviving stocks and to organise their adequate distribution, but we strongly urge officers in other towns who are responsible for this side of the post-raid services to write for details of Walsall's plans and compare them with their own. Only through such exchanges of ideas and experiences can we hope to perfect our own organisation.

More Brains Trusts

THE Brains Trust brain-wave, to which we referred in these notes last month, is catching on. The latest example reaches us from the Isle of Ely, where the county branch organised what appears to have been a highly successful one at the county hall. The public assistance officer acted as question-master, and the "Brains" were provided by the vice-chairman of the council, the county accountant, the county surveyor, and the assistant solicitor.

About 45 questions were submitted, covering the whole field of local government, from the origin of red tape to regionalism and, according to a long report in the "Cambridgeshire Times," all were satisfactorily answered. This is one of the most fruitful fields for public relations and civic education, and we commend it to branches everywhere. The idea is capable of indefinite expansion. Meetings could be organised in town halls, libraries, clubs, shelters—wherever, in fact, people gather together—and the Brains Trust could be chosen to deal either with local government as a whole, or with particular branches of it, such as civil defence, health services, education, and so on.

FAIR PLAY FOR THE RURAL AUTHORITY

By NEVILLE HOBSON, M.C., J.P.*

Mr. Hobson, who is clerk to the Beverley Rural District Council and a member of the Railway Assessment Authority and of the Departmental Committee on Valuation for Rates, here puts up a spirited defence of the rural authority against those who wish to merge it with urban authorities or to supplant it under some other administrative system. It is, he declares, and must remain, an essential unit of democratic local government.

ON October 15, 1941, Mr. Arthur Greenwood, Minister without Portfolio, after stating that the Government did not consider it advisable, in present circumstances, to set up a Royal Commission to consider the reconstruction of local government after the war, was asked whether he would take care during his investigations not to do anything to destroy the democratic nature of local government.

Mr. Greenwood's reply calls for the earnest consideration of all concerned with post-war planning. He said :

> " Most certainly, Sir : and the fact that we have taken the earliest possible opportunity of discussing this matter with local authorities is evidence of it. . . . There can be no alteration of local government authorities without their consent, and we have to get an agreement acceptable to the Government before any settlement can be made."

No more definite pledge could be imagined. Here we have the responsible Government spokesman stating unreservedly that local government in this country is to continue to be *democratic ;* and the sooner this fact is realised by those who are planning the New Order, the better. Its implications are fundamental and far-reaching, and they rule out the alternative methods of dictatorship and bureaucracy.

Obviously, the nation will not be in a mood for dictatorship after the war, but bureaucratic government calls for some analysis.

Bureaucracy—and Democracy

Bureaucracy is defined in the New Oxford Dictionary as : " Officialism—government by officials collectively." I have no doubt that it would be possible to base a reasonably efficient form of government upon it. I know a number of officials who would be prepared to undertake the administration of all the general public services in the East Riding of Yorkshire with the assistance of, say, 20 experienced colleagues and an adequate staff. But, while such a task would be within their powers, it would not be democratic government.

I have said that bureaucratic administration would be " reasonably " efficient because I am far from satisfied that we have yet learned to co-operate effectively and genially with the people whom we are supposed to serve. The atmosphere of many local government offices is frigid and uninviting, and I doubt whether the public have as high an opinion of officials as a class as we have of ourselves. These *obiter dicta* are not, however, directly relevant to the issues confronting us, namely :

Will the Government respect this pledge, or will it be watered down in accordance with past traditions of political expediency ?

If the pledge that democratic local government will be maintained is fulfilled, what should be the form and nature of the new administration ?

Let us be clear what the term " democracy " implies. The New Oxford Dictionary defines

" Decontamination my foot—it's the medical students' salvage week ! "

it as : " Government by the people " ; and the Universal English Dictionary describes it as " a form of government in which all classes, including the lowest, have a voice in the government, directly or through their chosen representatives."

The John Smiths and Martha Browns with whom we come into contact come to mind, and impressions of apathetic electors and unenlightened representatives may create an initial feeling of distrust of this method of government. If we are sincere, however, in our war aims, we must refrain from obstructing advances towards democratic objectives. For nearly 2½ years we have been telling the world that our national ideals are liberty and freedom, and we have constantly proclaimed the blessings of a free Press, free speech, and the right to participate actively in the management of our own affairs.

The truth is, of course, that dictatorship, plutocracy, oligarchy, bureaucracy, and democracy have each their respective merits and deficiencies. The rapid operation and plenary powers which underlie a dictatorship or an oligarchy (which is defined as " Government by a small, exclusive class ") have to be set off against certain inherent dangers which are repellent to the British temperament. The history of many centuries indicates a growing determination in this country that the people themselves intend to be " masters of their fate and captains of their souls."

Regionalism

Let us now consider some of the schemes which have been suggested. First there is regionalism. Abnormal war-time circumstances have necessitated the creation of regional authorities and there has been an increasing recognition that certain kinds of post-war planning should be operated over larger areas than at present. Town and country planning in the past has been unduly restricted and has lacked the elasticity and vision it must possess after the war ; but neither of these considerations justifies the destruction of the basic foundation of our government.

Regionalism may, of course, take many forms. Some enthusiasts visualise the creation of civil service units which will operate a kind of miniature Whitehall at selected centres in the provinces. I cannot think that this form of administration would add to the efficiency of the central Government after the war, and doubt whether Whitehall itself would approve of it.

The Ad Hoc Authority

Another suggestion is the creation of an ad hoc authority which will purport to be a local government unit operating over much larger areas than many of the existing county councils and county boroughs. While it must be recognised that some services will have to be operated on an enlarged basis, I must stress again the claim and right of the people themselves to become active partners in the new régime which is to be consituted.

Let us reflect for a moment upon what is taking place at the present time. Our country and Empire are challenging, not merely dictatorship, but also Fascism and certain totalitarian systems which possess many of the attributes of intensified bureaucracy. After the war, some millions of men and women will return to their homes and to such work as can be found for them. They will be in a critical state of mind, and if any attempt should be made to undermine the essential principles of democracy, we shall be faced with a bitter and intensive internal struggle.

The expert planner and the civil servant or official who has little use for " the common herd " in local government should bear in mind the significance of this term. It means what it says—*local* government ; and it is not until one wanders into rural England that the importance of this emphasis can be fully appreciated.

Among large aggregations of population, an extension here or an adjustment there need not

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* *Since Mr. Neville Hobson is a member of the Executive Council and Parliamentary Committee of the Rural District Councils Association, he desires to state that this article has not been before such council or committee, and that the views expressed are his own and not necessarily those of his colleagues.*

materially disturb the basic rights of the people ; but, if any attempt should be made either to concentrate the existing rural councils into unduly large units or to tack rural districts generally on to other local government formations, many of those who live in rural England will be denied the rights and liberties which democracy implies.

Some county districts may lend themselves to a limited amount of merger or reorganisation, and a few rural areas have become definitely urbanised, while certain urban districts are really rural. In these cases reasonable adjustments can be made, but I would urge two vital principles :

There must be no wholesale grouping of rural areas with county boroughs, non-county boroughs, or urban districts, with which they have no real community of interest ; and

The representatives of rural areas must not be called upon to travel undue distances to attend meetings, or to operate with districts of which they have no adequate knowledge, or whose representatives have little knowledge of, or interest in, the rural areas.

This may appear to be finicky to those concerned with large centres of population ; but rural England has a large part to play in the New Order, and it should be left to make its direct contribution. Its representatives must be real partners in local government and not mere " hangers-on " !

Threat to "local" Government

The Report of the Royal Commission on Local Government, issued a few years ago, stressed the importance of local self-government. Any drastic curtailment of the function of district councils or any excessive grouping of such authorities would have the effect of destroying " local " government in many county districts. Moreover, the translation of their powers to unduly centralised units of administration or to regional authorities would weaken a vital line of defence against a type of autocracy and officialdom, which would quickly become anathema to large numbers of English men and women.

The standard of representation in local government of rural England as a whole bears favourable comparison with that in the towns and congested areas, in many of which the expediencies of party politics have intruded. The " party system " has not so far operated in rural areas. This is a blessing, in contrast to the position in those towns where councillors attend meetings with specific mandates from their political associates, and all the reasoned submissions of their colleagues, however sound, can never influence the voting. This rigid and biassed prejudging of debatable issues by extraneous bodies cannot produce the best and most tolerant local government.

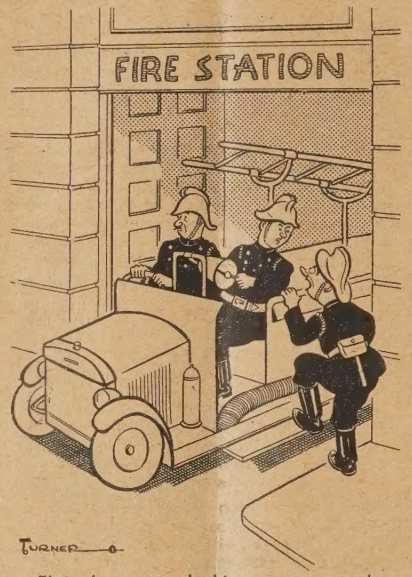
Training in Citizenship

To those who contend that these subterranean activities stimulate interest in local government and the incidental elections, I would urge that those responsible for the education of youth (after being afforded proper scope through the raising of the school-leaving age to 16) should see that instruction in the merits and responsibilities of democracy is made part of the training for worthy and unselfish citizenship.

The leaders of the Allies have made it clear that the rights and claims of the small States shall be generously recognised in the new world order, and the rural district councils claim similar consideration for their place in the local government " sun."

The larger authorities have little conception of the peculiar difficulties which confront rural councils. If a non-county borough or urban district has to build 500 houses, it buys one or two sites in its area, enters into a building contract, and carries through the construction on its own doorstep. Let us assume it has a population of about 15,000. These are contained within a relatively small space, whereas the adjoining rural district may have a population of 20,000 spread over 25 villages and an area as large as London. It will have to embark upon a programme of, say, 400 houses to be erected on at least 25 different sites, entailing considerable difficulties of acquisition. Moreover, each of these is a self-contained scheme and cannot be merged into those for the adjoining parishes.

If there is development in a town or urban district, the existing sewers are extended, and a



" Play the game, Jenkins—you rang the bell last time we were out."

supplementary scheme carried through ; but the adjoining rural district cannot be served by a network of sewers, since the cost of laying sewers over long stretches of open country would be prohibitive. In other words, each individual parish frequently presents a problem of its own, and the complexities which arise are very real. They concern only the small population living on the spot and will certainly not interest a town from three to twelve miles away.

Work of Rural Councils

It is sometimes airily suggested that a large rural district can be quietly tacked on to some neighbouring unit, and that all will then be well. None of the prospective housing or sewerage schemes, nor the many problems connected with sewage disposal, would have much relation to the adjoining borough or urban district, and the schemes would continue to be isolated. Provided certain financial issues are reasonably approached, the rural district councils (improved and strengthened where appropriate) are the best fitted to deal with rural administration.

Apart from housing and sewerage schemes, the rural councils have to deal with refuse collection and water supplies, and have duties under the Milk and Dairies Acts and the statutes relating to slaughterhouses, meat inspection, etc. They are the rating and valuation authorities and collect the county rate, and—though not directly concerned with highway ribbon development—they form an integral part of the machinery for town and country planning, though it is now recognised that the great problem of planning calls for a new vision. Apart, indeed, from highways, the modern rural district council has substantially the same duties to discharge as an average urban authority.

The blessings of intensified centralisation are more convincing on paper than in practice. Large areas coloured red or green look imposing on a map, but the advantages fade away when small but difficult problems (of real importance to the local people) arise at points a considerable distance from the centre of administration.

The smaller authorities maintain, both through their members and officials, direct personal touch with the people, which is the essence of true democracy. The only way to respect this ideal, if undue centralisation were to be carried out, would be to follow it up with immediate de-centralisation—which would not increase either expedition or efficiency.

Problem of Agriculture

The agriculturists in particular will continue to have little community of interest with the cities and large boroughs and urban districts, with their specialised programmes and commercial and trading undertakings ; and, whilst the representatives of the agricultural areas can attend meetings during the day, many town and borough councillors can meet in the evenings only.

I cannot here enlarge upon the various aspects of the agricultural problem, which will be so complex after the war as to call for the greatest understanding on the part of those who will pilot the ship of state. Agriculture must certainly not be thrown into the melting-pot of unduly centralised local government. If this were to be done, many rural communities would be virtually disfranchised.

In a democratic country like ours, those who would sweep away all the treasured traditions of local government in favour of regional controllers, civil service " experts," panels of officials, or large and unwieldy authorities should realise the inevitable fruits of such a policy. This war has shown the extent to which, given goodwill and reasonable leadership, the people of England (particularly those living in the smaller centres of population) can contribute to the common weal and become active partners in the firm of " John Bull & Co." Admittedly, the councils of county districts may move slowly, but much of their work cannot be rushed because of its localised and detailed nature, and their elected representatives form a vital part of the democratic stronghold.

Local Knowledge Essential

Professor Blobbs, M.A., D.Sc., D.Ph., may be a man of high university distinction and great technical knowledge ; Mr. Brown, who sits in Room 13 at the Ministry of X, may be a super expert according to civil service standards, and the officials of any new and enlarged local government unit may be worthy of the best traditions of N A L G O ; but many matters have to be dealt with by local authorities which call for intimate knowledge of local conditions and for direct contact with responsible public opinion in the particular area, and the John Smiths and Martha Browns have their contribution to make to the New Order. The state was made for man, not man for the state ! The relevance of this aphorism will become more apparent after the triumph of democracy over totalitarianism and the return of another generation of war-weary men and women from the battle-front.

I do not suggest that all is well with local government as it stands, and I realise that the associations of local authorities should aim at statesmanlike and unselfish policies, but these must respect the implications of democracy—which is the root of our constitution. The main object of this appeal is to urge " sweet reasonableness " on all sides and the avoidance of those extremes which would inevitably create friction and unsettlement in a nation which will surely need the blessings of goodwill and fraternity after this ghastly nightmare is over.

6—THE FUTURE OF PUBLIC ASSISTANCE

By E. C. BLIGH, Chief Officer of Social Welfare, L.C.C. *

HISTORICALLY, the Poor Law was the only statutory provision for the relief of poverty, and it was comprehensive. It is no longer the only statute and it is no longer comprehensive. Under its name of Public Assistance (in some places, recently, Social Welfare) it now fulfils attenuated functions. New statutes have set up what are called social services which aim at preventing and relieving poverty according to its causes, e.g., old age, unemployment, sickness, blindness. Most of those who are poor for these reasons get most of what they need under these statutes, and are thus removed from the sphere of the Poor Law. But there are some causes of poverty which are not yet provided for by special statutes, and it will be noticed that, in speaking of the new statutes already in existence, the word "most" has twice been used instead of the word "all." Those who have not yet got their own statute are often called the residue of the poor. Those whose cause of poverty is not exactly covered by their special statute are victims of a gap in the net. Those who benefit from a statute but who find the benefit insufficient need extra help, often called supplementation. This residue, these gaps in the net, these supplements, are the scope of Public Assistance today. Before forecasting the future, some further description of these three Poor Law functions is necessary.

(1) **The Residual Function.**—Most of the residue at present left to Public Assistance are people whose poverty is caused by physical disabilities, such as the infirm who are not hospital cases, cripples and deformed people, and the deaf; those who have mental disabilities falling short of lunacy or mental deficiency; those who have defects of temper, character, and morals, such as make them unable or unwilling to maintain themselves. Many need care in institutions, and it might be said that Public Assistance institutions give us the most significant picture of the residual function of the Poor Law. This function is sometimes described by outsiders as the sink function of Public Assistance. Some of the residue, such as the deaf and the cripples, can more easily be given their own special statutes than others, such as the mentally and morally sub-normal, but the common factor in the whole group is that there is as yet no special statutory social service available for their particular needs.

(2) **The Gap-in-the-Net Function.**—Public Assistance has to deal with some who belong substantially to a class for whom a social service is in existence, but, largely because of administrative difficulties, are not treated as in the scope of that service. An example is that of able-bodied persons who are poor because of lack of work but are not in the field of the Contributory Pensions Acts. Similarly with some old people and with sick people who fall out of benefit.

(3) **The Supplements Function.**—The social services statutes, especially when framed on a contributory basis, provide scheduled benefits which often do not fit exactly with the actual needs of the recipient, whether in monetary value or in time and place of availability. The most marked example of monetary inelasticity is that of National Health Insurance benefits, and there are thousands of families receiving Poor Law relief in supplementation. An important feature of statutory benefits and pension schemes is that they are paid in cash in office hours, and it is an onerous and costly obligation of the Poor Law to maintain a territorial organisation of officials to administer sudden or urgent relief at any place and at any time of day or night, weekday or Sunday, to prevent hunger and distress occurring until the cash benefits of the statutory scheme can be obtained and expended in obtaining shelter, food, warmth, and clothing. This first-aid function is of special importance in lunacy administration. The co-operation of Public Assistance in standing-by the social services is warmly appreciated by those engaged in operating them, but it is sometimes called the soup-kitchen function of the Poor Law.

A SERVICE FOR THE FAMILY

While foreseeing a considerable curtailment of some of the existing functions of Public Assistance as a result of the development and expansion of other social services, Mr. Bligh believes that it has a future in co-ordinating and applying those services to the family as a whole.

However much other social services may impinge upon its present field of activity, there will always, he declares, be scope for "a resourceful, adaptable and clear-headed Public Assistance service of one sort or another," and there will always be need in the public service of "graduates in Humanity" trained in the difficult school of Poor Law administration.

Public Assistance and the Poor Law are not conterminous, but their futures are likely to be closely connected and a few remarks must be made on the distinctive features of the Poor Law to which, as the parent of the social services, Miltonic praise may still be accorded:

"Adam, the goodliest man of men since born
His sons; the fairest of her daughters, Eve."

The significant features of the Poor Law as compared with the contributory and some others of the specialist social services are:

(*a*) For the positive purpose of helping the poor it has wide and elastic powers only limited by reasonableness.

(*b*) It is local, with corresponding advantages and disadvantages.

(*c*) It is a contributory service of the kind that gives the benefits first, as needed, and secures the contributions afterwards, and these not on a fixed but on a capacity basis and with regard to the institution of the family.

(*d*) It is instant and actual.

(*e*) It is fundamentally discretionary, and capable of being immediately sensitive to current standards of human values.

The future of Public Assistance? It would be dodging not to recognise that, whatever names are used, the question means, what is the future of that branch of the public service which will, for good or ill, administer the Poor Law or what may remain of its significant and essential characteristics? The place of Public Assistance in the new structure of the social services can conveniently be considered here under the headings of the functional analysis set out above.

The Residual Function.—The word itself suggests diminution. It may be expected, if recent trends continue, that existing or new social services will define additional categories of need (e.g. deafness), provide special treatment for them and take them out of the Poor Law residue. It may also happen that the residue may become so small that it can be broken up into bits which are tacked on to specialist social services even if they are not closely homogeneous with them. On the other hand, the Commissioners, Boards, Committees, and so on who administer the social services may find that for economy and control they want to expel some of their beneficiaries and relegate them to Public Assistance. It is difficult to foresee how those who are poor because of what can only vaguely be described as a general inadequacy of will-power or character are to be dealt with by anything other than a general residual service. Broadly speaking, however, even though the residue may swell out again, it is not likely that the Poor Law will become an all-embracing service again. At its best and within its small units of administration, the old, comprehensive Poor Law could give quick and complete relief. Some of those who remember those days hold an inquest to discover what faults or shortcomings in administration caused the break-up of that system, with consequent gaps and overlapping. They think that, if such faults had not been committed, the break-up would not have occurred. Some even seem to think that, as such faults would not be committed now, a comprehensive system might be restored. Poor Law officers should put aside any such self reproaches and delusions. State action for the prevention and relief of poverty has grown in scope and generosity to such a degree that it cannot be controlled by one general and comprehensive administration, even if the Poor Law authority were a national one. Specialisation and departmentalism are the inevitable response to the complexity of the problem, and the ultimate control must be by a co-ordinating and not by a direct-action authority. Whether Public Assistance has a future in this administrative layer is discussed below.

The Gap-in-the-Net Function.—Here again it may be expected that this function will diminish. The net-work of categorical aid-services is bound to have gaps and folds. If recent trends continue, there are likely to be more folds and fewer gaps.

The Supplements Function.—As has been pointed out above, there are two factors involved here, that of amount and that of time. Because human beings often have more than one need concurrently, and because life is lived under the pressure of time, there is an inescapable necessity to provide something that will supplement the specialist services which set out to deal with the one cause of need with which they are concerned, and deal with it at the time and place that suits their service. This auxiliary function can be carried out in two ways. One way is for each social service to expand itself so as to have discretionary powers to deal with needs that are found to emerge in addition to the one it is dealing

* *In accordance with the Standing Orders of the Council the writer desires to make it clear that the London County Council accepts no responsibility for the opinions or conclusions expressed in this article.*

with, and also to have a 24-hour-a-day service readily accessible in location to all those with whom they are concerned. The other way is to have one public service that will carry out this function on behalf of all the specialist services. The former would be expensive, but several services, such as Education and Public Health, have shown such tendencies. The latter would be less expensive, though on the face of it, and judged only by what it has to show, it will seem costly because, as a service that is in the main only an auxiliary service, it cannot share its overhead expenses with the substantive services. Further, its duties of supplementation, co-ordination, and temporary *ad interim* assistance, will always appear vague, untidy, and inconclusive, and it will be a difficult administrative organisation to develop and control. It is a function now carried out by the public assistance departments of local authorities. If it continues to be a local authority function it will not be easy to determine its status, and it will sometimes have to carry on between the " pass and fell incensed points of mighty opposites " when dealing with cases where more than one of the social departments of State are concerned. The field-officer in such a service will also have to be told whether he is just an agent or reporting officer on the one hand or whether he is to have any powers of control or reference back in his thankless task of co-ordination.

Relieving Officers' Status

Relieving officers are the most immediately concerned, and their status will depend on whether they are to be general inquiry officers making reports and at most suggestions to the various responsible officers having a call on their services, or whether they are to be the officers of a public assistance or social welfare department, whether national or local, that has a controlling and co-ordinating power in relation to the specialist services. Taking the man in the field, it is necessary to remember that someone has to be there to carry out the first-aid or emergency functions whose importance has already been emphasised, that such an officer must have considerable powers requiring judgment, experience, and ability, and that such qualifications are of a different order from those of an inquiry clerk. The problem is still more difficult at the other end, i.e., at County Halls, City Halls, and Whitehall. The standing procedures for the co-ordination of general policy and finance do not come close enough to the details of this problem, for the details are to be found at the points of application, and the points of application are the individual citizens and the family units in which they live, with all the variations of needs and capacities, of likes and dislikes, of ideas and plans that human personalities enjoy in their home life in a free country. The pattern of home life is passing through a period now of accelerated transition, and no one can say yet what it will be when we have reached that degree of stabilization which it is necessary to have in a coherent civilisation. Part of the pattern will be the relationships between individual and family life and the social services of a fully organised community. Among those social services should be one which can deal with the family as a whole. The service which aims at doing that now is Public Assistance, which is primarily concerned with the assessment and aid of domiciliary need. Such a service should have those features of the wide and elastic scope, the instancy, and the discretion, which have been described above as the significant features of the existing law. In a period of rapid transition it is wasteful of effort to attempt premature stabilisation ; it is a time for clarifying and maintaining principles and not for trying to construct permanent mechan-

(Continued at foot of next column)

GIVE EACH SERVICE ITS OWN AUTHORITY!

urges G. R. C. MARSDEN, A.M. Inst. S.P., A.M.C.T., manager of the sewage disposal works, Pudsey, who here states the case for a new type of local government organisation which would, he claims, provide a uniform standard of service throughout the country, at uniform cost to the ratepayers, and with greater administrative efficiency.

THE writing on the wall now gives us cause to think that the post-war tendency will be to cast local government as we know it to-day into the melting pot. In what form it will emerge is not certain. The general trend is to imagine regionalisation on similar principles to present-day municipal practice, that is super-parochialism, whereby one authority controls a multitude of services.

There is, however, another possibility—the creation of a number of technical corporations, each independent of the other, suitably regionalised for efficient operation and each responsible for a particular service. Thus, instead of having one body controlling various services in one area, we should have each particular service controlled throughout a number of districts by one authority. Some suggested groups are :

Education.	Food sampling.
Housing.	Town planning.
Cemeteries and crematoria.	Public works.
	Water supply.
Libraries.	Highways and bridges.
Public assistance.	Market sites.
Sanitary services.	Police forces.
Public cleansing .	Rating and valuation.

Health services (medical, including hospitals).

Agricultural and horticultural (parks, allotments, agricultural colleges and research stations).

Sewerage and sewage disposal (including technical training schools and research stations).

Financial (to receive payment from the public for services rendered and to allocate to the various bodies their correct proportion to enable them to carry out their activities).

The list does not pretend to be complete and experts of the different services might decide upon different groupings.

Special consideration would be necessary to deal with the position of gas and electricity supply and passenger transport undertakings, in view of the number of profit-making companies engaged in such enterprises.

Doubtless the sanitary and civil engineering bodies would find it convenient to establish training schools and research stations in conjunction with their normal activities.

The different regions of the various corporations would not necessarily coincide. Obviously, certain services would be administered according to density of population, while others would be influenced by geographical and other factors. For instance, education, libraries, housing, etc., would be most suitably regionalised according to population, but sewage disposal would be more efficient if lines of natural drainage were considered in relation to disposition of population.

Similar considerations should guide the regionalisation of the other services. Highways and bridges should be built and maintained by regional bodies constituted with regard to trunk routes, independent of municipal boundaries. The same authorities should be responsible for all roads, including private streets, within the area of their jurisdiction.

Thus we should eliminate the farcical position which sometimes arises nowadays, where a main road is surfaced by two or three authorities within a short distance, or where the sewers of one authority pass the gates of another authority's disposal works. Doubtless there are similar features in connection with other municipal departments.

Present-day councils would not be scrapped, but would be deprived of executive powers. Their duties would be to meet liaison officers appointed by each technical corporation. These officers would explain the policies of their various bodies in relation to the districts concerned. They would receive reports and complaints from the councils, which would be studied by the administrative department of each corporation and acted upon as considered most suitable in relation to the whole region.

The chief officers of each corporation would be directly responsible to the appropriate government department on all matters of major importance. A precedent has already been established in the creation of the National Fire Service.

Adoption of this plan would provide an equal standard of service for the whole country, at equal cost. Also local government officials would receive a standard rate of pay for a particular appointment, no matter where they worked.

Various undesirable features of present-day municipal practice would be eliminated, such as officials holding multiple appointments, duplication of staffs and services within comparatively small areas, corporations responsible for services they are unable to administer efficiently, differing unit costs for carrying out the same work in different areas, certain private streets not being made up owing to local influence of frontage owners, and so on.

Furthermore, ideal sites could be chosen for the erection of administrative and technical buildings, irrespective of municipal boundaries.

The scheme, in short, would benefit all sections of the community except those people who expect to get more out of their connection with public service than they are prepared to put into it.

(Continued from preceding column)

ism. But when the time for construction comes, it will be in the sphere of domiciliary co-ordination that the future of Public Assistance will lie.

This article is written for an officers' journal. Poor Law officers had in recent years found the scope of their work altered by successive Acts of Parliament, some of which have involved a re-organisation of their service and diverted the official careers of many individuals. They have not been able to see a straight road ahead of them. They may, indeed, feel, as they survey the future, that that they are on a path which has no known destination at all, and may very well peter out altogether. This article has suggested two grounds of encouragement. One is that there is scope for a resourceful, adaptable, and clear-headed Public Assistance service of one sort or another in the field of social amelioration. The other is that an officer trained in the difficult school of Poor Law administration should have such a grasp of intractable problems and principles that he can carry a valuable experience with him into whatever department of social service the tide of affairs may transfer him. It used to be considered, and still is, that an education in *Literæ Humaniores* was the best qualification that a University could give to a man for any profession that the future might hold for him. The Poor Law has for many years now drafted its graduates in Humanity to the other social services of the State and the local authorities, to their mutual benefit.

BONUS BOLONEY EXPOSED

FIGURES published in the "Ministry of Labour Gazette" for November give a smashing reply to those local councillors who argue that ratepayers cannot afford to pay a cost-of-living bonus to local government officers because they have received no similar bonus themselves.

The figures, based on a comparison of earnings of over 6,000,000 workers in the 16 major industries of the country between October, 1938, and July, 1941, show that, while the cost of living in that period increased by 28.4 per cent,

average earnings of all workers in all these industries increased by 42.3 per cent.

In particular industries the increases were higher still. Earnings in the shipbuilding and repairing industries, for example, increased by 73 per cent (to an average of £5 16s. 7d. a week for men) and by over 50 per cent in electrical engineering, hand tool manufacture, miscellaneous metal industries, public works and electrical contracting, and warehousing and storage. Of the 95 sections into which the industries are divided, only three—jute spinning and weaving (18.4 per cent), retail bespoke tailoring (15.3 per cent) and printing, publishing and bookbinding (11.5 per cent) showed increases of under 20 per cent. Of the remaining sections, 31 showed increases in earnings of between 20 and 30 per cent, 38 between 30 and 40 per cent, 17 between 40 and 50 per cent, six between 50 and 60 per cent, and one above 60 per cent.

COST OF LIVING 29.7 p.c. UP

The Ministry of labour cost-of-living index figure rose another point last month to 201—29.7 per cent above the figure for Sept. 1, 1939.

These figures clearly show, therefore, that most ratepayers have received wage increases far in excess of the maximum of 10 per cent claimed by local government officers—many of whom have not been granted even that modest claim.

Nor should it be forgotten that in many industries wages have increased still further since this table was prepared. Between July and October, the Ministry of Labour recorded increases totalling £268,000 in the weekly wages of 2,153,000 workers, while last month the National Arbitration Tribunal granted a further 5s. a week to about 2,000,000 engineering workers.

The increases quoted above, and shown graphically in the accompanying table, represent, of course, total earnings, and include extra remuneration from longer hours, overtime, and the extension of payment by results. That fact, however, does not invalidate the comparison with local government, since local government officers have also worked longer hours and considerable overtime, as a rule without any extra payment. Even were these additional sources of income to be included, however, the Ministry of Labour calculates that average *basic* wage rates have increased by 18 per cent—nearly twice the maximum increase given to the lowest paid local government officers.

It will doubtless be argued that these wage increases have gone to lower-paid manual workers and that local government officers, as members of the salaried class and therefore better paid before the war, do not require so big an increase to help them to withstand the effects of the rising cost of living. Yet the payment of wages monthly instead of weekly does not increase their purchasing power—and it is a fact that to-day 70 per cent of all local government officers are receiving less—many of them a good deal less—than the *average* of £5 a week earned by adult male workers in the industries covered by this investigation. Nobody knows the average earnings of the local government officer. On the evidence of NALGO subscription rates, however, it would appear to be somewhere between £4 and £4 10s. a week—roughly equivalent to the present industrial average.

These figures, then, prove conclusively, not only that the officer's claim to a bonus considerably higher than the present award is fully justified, but also that most ratepayers are well able to bear the cost of it out of their own increased earnings. Few people realise how small that cost would be. In the hearing of the Brentwood claim before the Industrial Court recently, it was shown that payment of the Whitley Council bonus to Brentwood council's staff would cost a Brentwood ratepayer, living in a house assessed at £10 a year, less than a farthing a week. Most ratepayers have had their own earnings increased by anything from 5s. to £2 per week. Yet they cannot, we are told, afford a farthing more for the local government officer!

WHO GET THE BONUSES?

This table shows the average increase in earnings of all workers in the principal industries between October, 1938, and July, 1941. Each symbol represents an increase of 5 per cent—1s. in the £.

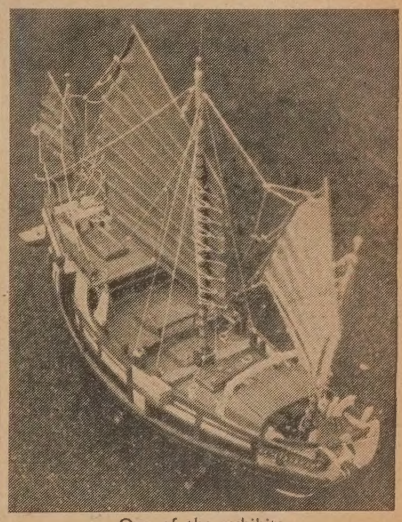
INDUSTRY	AVERAGE INCREASE IN EARNINGS
Metal, Engineering and Shipbuilding ...	●●●●●●●●●●●●
Building and Contracting	●●●●●●●●●●●●
Iron and Stone Mining and Quarrying ...	●●●●●●●●●●●●
Treatment of non-metalliferous Mining Products	●●●●●●●●●●●●
Textiles	●●●●●●●●●●●●
Miscellaneous Manufacturing	●●●●●●●●●●●●
Brick, Pottery, Glass	●●●●●●●●●●●●
Chemical, Paint, Oil	●●●●●●●●●●●●
Leather and Fur	●●●●●●●●●●●●
Clothing	●●●●●●●●●●●●
Food, Drink, Tobacco	●●●●●●●●●●●●
Woodworking	●●●●●●●●●●●●
Transport, Storage, etc.	●●●●●●●●●●●●
Government Industrial Establishments ...	●●●●●●●●●●●●
Paper, Printing, etc.	●●●●●●●●●●●●
Public Utility Services (excluding salaried staffs)	●●●●●●●●●●●●
All Industries (average)	●●●●●●●●●●●●
Local Government Officers	●●●●●●●●●●●●

The increase of ten per cent in the earnings of local government officers applies only to those earning under £300 a year whose authorities have adopted the award of the National Whitley Council. Many are getting less than this and some nothing at all.

OFFICERS ARE ARTISTS, TOO

Portsmouth ratepayers who—in common with their fellows elsewhere—regarded the local government officer as a soulless automaton, subsisting entirely on a diet of red tape and Government memoranda, must have had a surprise recently when they visited a remarkable exhibition organised by the Portsmouth branch of NALGO. Here, HENRY G. LEGG, one of the sponsors of the exhibition and himself an artist of note—he has two pictures in the R.S.B.A. exhibition in London—describes it.

IMBUED with a desire to benefit the Red Cross Fund, several members considered it a good plan to put their hobbies to a useful purpose. The result was an exhibition under the title "All Our Own Work," which visitors could see for the cost of sixpence, all proceeds going to the Fund.



One of the exhibits.

Every creative hobby was displayed. Oil paintings and water-colours of every description found their place, from vigorously executed sea-battles to quiet stretches of water, from colourful figure studies to peaceful landscapes. Lithographic prints, etchings, pastel, pencil and pen sketches, and some excellent posters showed members' interest in all forms of representation.

Photography of a high order was to be seen. Here, again, every branch of this fascinating pursuit was represented—landscape, portraiture and still-life. The quality of many of the prints was exceptional. The latest departure was not neglected, a display of colour transparencies keeping us abreast of the times.

A number of fine plaster heads from original clay models—an unusual feature in an amateur exhibition—won much admiration.

There were many models. The Englishman's love of ships was manifest by excellent models of warships and cargo-vessels. A sailing yacht stood proud six feet of superb craftsmanship. A very decorative exhibit was an intricate and wonderfully finished Chinese junk. Nor were modern developments overlooked. Several scale model aeroplanes as well as two flying models announced our air-mindedness.

Despite twentieth century conceptions, the feminine section showed that they could still produce fine samples of embroidery, crochet, knitting, appliqué, and leatherwork.

All who visited the show were impressed by the high standard of work displayed. Financially, too, we had reason to be pleased, since we raised over £14 for the Red Cross in a week.

CONFERENCE to DECIDE on N.E.C. ELECTION

Amendment of Arbitration Order Promised

MEETING at Leeds on December 6, the National Executive Council confirmed the recommendation of the emergency executive—reported in the November journal—that a full N A L G O conference should be held this year. It was decided that there should be no election of officers and members of the council before the conference, but that the question of an election afterwards should be left to the conference for determination.

Mr. A. A. GARRARD presided at the opening of the meeting. After welcoming the three new members—Messrs. W. STROTHER, elected by the Metropolitan district, A. B. MILLS, elected by the North Western and North Wales district, and H. R. JONES, elected by the West Midland district—Mr. Garrard announced that in view of his election to the vice-presidency of the Association he intended to retire from the chairmanship of the council, which he had held for 3½ years. Throughout that period, Mr. Garrard said, he had tried to uphold the dignity of the chair and maintain its high position. He had missed only one meeting of the council and the emergency committee since his appointment in 1937 and had enjoyed the unique privilege, at the opening of the national campaign on salaries, of visiting every district in the country.

Mr. F. H. HARROD (West Midland district), vice-chairman of the council, was unanimously elected to the chair in succession to Mr. Garrard, and Mr. E. A. S. YOUNG (Metropolitan district) was unanimously elected vice-chairman. On taking the chair, Mr. Harrod expressed the thanks of the council to Mr. Garrard for the efficient way in which he had carried out his difficult and arduous duties, and Mr. C. A. W. ROBERTS, senior vice-president, supported.

Financial Statement.—Presenting a detailed statement of receipts and expenditure for the period January 1—November 19, 1941, Mr. W. H. LEGH-SMITH, the hon. treasurer, disclosed that receipts totalled £51,358, compared with £53,708 in the corresponding period of 1940 and £85,797 for the whole of 1940, while expenditure totalled £64,373, compared with £63,303 in the corresponding period of 1940 and £81,788 in the full year.

Annual Conference.—While the recommendation of the emergency executive, that a conference be convened in accordance with the rules, was approved, the council decided, in view of the pressure of work on members, and the difficulty many would experience in obtaining leave of absence from their authorities, to hold it on Sunday, May 24, and Monday, May 25, rather than on the Monday and Tuesday. The conference will, therefore, sit in the morning and afternoon of the Sunday and in the morning only of Whit Monday, leaving the afternoon free for some at least of the annual meetings of the ancillaries.

Elections.—Whether or not an election for officers and members of the National Executive Council should, or could, be held proved more difficult of decision and gave rise to a long debate. It would clearly be impossible, with some 30,000 members in the Forces, to hold an election in accordance with the rules, which provide that every member must be given an opportunity of voting. It was this problem primarily which had led the emergency executive to recommend a further postponement of the elections.

It was reported that the executive committee of the Southern district, the North-Eastern district, and the Kent County Officers' guild had sent in resolutions urging the holding of elections, with voting by district committees and the nomination of candidates by branches.

The views of the council were divided on the question. Those supporting an election argued that there was a strong demand by branches for such an opportunity of indicating their confidence or lack of confidence in their representatives, that the existing council, elected three years ago, could not claim that it had the confidence of the Association and that, without such confidence, it could not get united support for its policies. Even though a modified election might not be as democratic as all would wish, it would be more democratic than the present arrangement whereby the council re-elected itself. An election conducted through the district committees would largely overcome the difficulty created by the loss of many members to the Forces and the big influx of temporary members. Failure to hold an election would encourage the present underground feeling of unrest and criticism in the Association.

On the other side, it was argued that no form of election held today could be democratic, and there was a great danger that the council elected would represent the views of a minority of the Association. On the issue of affiliation to the T.U.C. it had been argued that the Association could not make a drastic change of policy with possibly 30,000 members away, and the same argument applied to an election; moreover, the impending call-up of many more officers would have a big effect on the composition of the Association in the next six months. How could any vote of those remaining, together with the thousands of temporary members, represent the view of the Association as a whole? While there was no evidence of any strong and widespread demand for an election, any member of the N.E.C. who felt that he no longer possessed the confidence of those who chose him could always resign and seek re-election.

The council eventually decided, by 28 votes to 14, to hold no election before the conference, but to seek from conference a direction whether or not an election should take place, and an indication of the method preferred. Asked whether, should conference call for an immediate election, it could be held at once, the legal secretary replied that that was for the Chief Registrar of Friendly Societies to decide. He would probably agree.

National Arbitration Order.—It was reported that two deputations had visited the Ministry of Labour in an attempt to clear up the difficulties created by the judgment of the Court of Appeal on what has come to be known as the Bolton case. The effect of that judgment, as members will recall, was to deprive local government officers of the benefits and safeguards conferred on other sections of workers by the Conditions of Employment and National Arbitration Order. They cannot take a dispute to the National Arbitration Tribunal, nor are the conditions of employment recommended by the National and Provincial Whitley Councils regarded as "recognised terms and conditions" and as such enforceable under the Order upon all local authorities. As a result of two N A L G O deputations, the second of which was received by Mr. George Tomlinson, M.P., Parliamentary Secretary to the Minister of Labour, the Order was to be amended to bring local government officers within its scope. While the amended Order had not yet been published, the deputation was confident that it would give the National Arbitration Tribunal power to deal with the general conditions of service of local government officers. It would not, however, enable the Tribunal to compel local authorities to make up war service pay, since that could not be regarded as a condition of service, and that point would have to be sacrificed for the greater gain.

After lengthy debate on whether or not, in these circumstances, the Association should take the Bolton case to the House of Lords, it was decided to leave the matter in the hands of the emergency executive, which would be able to determine its policy after it had seen the amended Order.

Trade Disputes and Trade Unions Act, 1927.—The council decided to approach the Minister of Health, asking that N A L G O be heard before any decision is reached on the repeal of sections 5 and 6 of the Trade Disputes and Trade Unions Act, 1927. Section 6 of the Act provides that a local authority cannot make it a condition of service that an employee must be a member of a trade union.

Nurses' Salaries.—The council heard with satisfaction of the appointment of Mr. C. A. W. ROBERTS, senior vice-president of the Association, as chairman of the staff panel of the committee set up by the Minister of Health, under the chairmanship of Lord Rushcliffe, to consider nurses' salaries. Reporting on the first meeting of the committee on November 27, Mr. Roberts said that the members of the employers' side, who represented voluntary as well as municipal hospitals, were all sympathetic towards the nurses' case and he felt that, with the wholehearted support of the nurses' section of the T.U.C., it would make good progress, to the great benefit of nurses throughout the country.

A similar committee has been set up for Scotland. One seat has been allotted to N A L G O, and it was decided to appoint Mr. H. Slater, the Scottish divisional secretary, as the Association's representative.

Holiday Centres Finance.—In response to a resolution of the Leeds branch, expressing dissatisfaction with the N.E.C. reply to its criticism of the use of the Association's reserve funds to finance the holiday centres, the council decided to refer the question to the finance and general purposes committee.

Affiliation to T.U.C.—It was reported that a ballot on affiliation taken by the Halifax branch had resulted in 242 votes in favour and 71 against. Members in the Forces were invited to vote, and 131 voting papers were not returned.

Examinations for War Prisoners.—The prisoners of war department of the British Red Cross Society wrote to say that permission had been given for examinations to be held in prisoner-of-war camps in Germany, and inviting N A L G O to take part in the scheme. The council agreed to do so, and to waive the usual examination fees payable by students.

Provident Society.

Meeting at Leeds on December 7, the executive committee of the Nalgo Provident Society was informed that during the year ended November 20, membership of the Sickness Scheme (Table I) had increased from 20,230 to 20,357; of the Death Benefit Scheme (Table II) from 1,588 to 1,623; of the Hospital and Nursing Home Scheme (Table III) from 7,814 to 8,060, and of the Funeral Benefit for Children Scheme (Table IV) from 138 to 182. The number of members enrolled under the Sickness Insurance and Simple Endowment for Women Scheme (Table V) which came into operation on January 1, 1941, was 45.

It was decided to appoint Mr. L. Bevan a member of the committee to fill the vacancy created by the resignation of Mr. A. J. Gould and to appoint Messrs. A. Pinches, A. G. Bolton, and G. Llewelyn, trustees of the society, to fill the vacancies caused by the resignations of Messrs. J. T. Baker, T. Freeman, and A. G. M. Archibald.

NALGO ROLL OF HONOUR

Military

KILLED

Adams, L./Bdr. G., valuation dept., Mitcham. Killed on active service.

Allen, Pilot Officer J. E., R.A.F., 28, town clerk's dept., Swinton and Pendlebury, where he had been a member of the Branch executive since 1936. Killed in flying accident.

Bendon, Sgt.-Gnr. J. M., R.A.F., 21, public health dept., Glamorgan C.C. Killed in accident.

***Brockway, Sgt. R. C.,** R.A.F., town clerk's dept., Folkestone.

Bryant, Sgt.-Pilot K., county accountant's dept., Kent C.C. Killed in flying accident.

Buckley, Sgt. G. E., R.A.F., engineer's dept., Stretford. Killed in action.

***De Keyser, Pilot Officer J. L.,** R.A.F., East Ham.

***Dunning, Sgt. J.,** clerk's dept., North Riding C.C.

Dutton, Sgt.-Pilot, G. D. H., R.A.F., 22, treasurer's dept., Paddington. Killed in flying accident after making 25 operational flights over Germany and occupied territories.

Endsor, A/C G., R.A.F., gas dept., Stockport. Killed in accident on active service.

Fenn, Sgt.-Obs. P., R.A.F., town clerk's dept., Tunbridge Wells. Killed in operations over Libya.

Gordon, Staff Sgt. H. I., assistant architect, Durham C.C. Killed on active service.

Hathergill, Sgt.-Pilot R. E., clerk's dept., Ware. Killed in flying accident.

***Howell, Pilot Officer J. C.,** R.A.F., assistant solicitor, town clerk's dept., Southport.

Lamb, Sgt.-Pilot J. A., R.A.F., Kingston Central Relief Institution, Surrey C.C. Killed in action.

***Nightingarl, Sgt. J. W.,** R.A.F., Folkestone.

Ogden, A/C C., R.A.F., rates dept., Stockport. Killed in flying accident.

***Parfitt, Pilot Officer L. W.,** R.A.F., Reading. Killed in action.

Playforth, H., R.A.F., North Riding C.C. Killed in flying accident.

Ratcliffe, Pte. G., assistant collector, Penrith U.D.C. Killed in accident in Middle East.

Strong, A. J., treasurer's dept., Mitcham. Lost on H.M.S. Hood.

Watson, Sgt. J., R.A.F.V.R., surveyor's dept., Hebburn-on-Tyne. Killed in air crash.

†**West, Gnr. G. J.,** s.s. Lancastra, Clerk's dept., Surrey C.C. Killed in action.

MISSING

Dick, Flt.-Sgt. A. R. J., R.A.F.V.R., public assistance dept., Middlesex C.C.

Knape, Sgt. A. H., R.A.F., Somerset. Missing, believed killed in action.

Matthews, Sgt.-Pilot R. C., R.A.F., 19, treasurer's dept., Dorset C.C. Missing after big Berlin raid.

Mills, Sgt. D. E., R.A.F., 24, treasurer's dept., Hampstead. Missing, believed killed in operational flight.

Morris, Sgt. J., R.A.F.V.R., public assistance dept., Norfolk C.C.

PRISONERS OF WAR

Bowhill, Sgt. W. J., R.A.F., 22, public assistance dept., L.C.C. (Barnsbury St. substation).

***Evans, Cpl. G. L.,** central library, Birkenhead.

Hancock, Sgt.-Pilot L., R.A.F., gas dept., Leicester.

Lynch, J. F., Ealing.

Titterton, Sgt., R.A.F., electricity dept., Stockport.

Wilkinson, Sapper K. A., R.E., 20, weights and measures dept., Dorset C.C.

* *Previously reported missing.*

† *Previously reported prisoner of war.*

A total of 282 NALGO members have been killed in the Forces and on the Home Front since the war began, and 83 have received awards and commendations. Detailed figures are :

CASUALTIES

	Military	Civilian
Killed	235	47
Missing	108	1
Prisoners	164	—

AWARDS

Military		Civilian	
George Cross ...	2	George Cross ...	2
George Medal ...	2	George Medal ...	14
Albert Medal ...	1	O.B.E.	6
D.S.O.	1	M.B.E.	5
D.S.C.	2	B.E.M.	7
M.C.	5	Commendation	2
M.M.	2		
D.F.C.	8		
D.F.M	16		
D.S.M.	1		
Mention in Dispatches ...	6		
Commended ...	1		

AWARDS TO MEMBERS

Military

DISTINGUISHED FLYING MEDAL

Astley, Sgt.-Pilot F. C., borough treasurer's dept. Southport.

Barnes, Flight-Sgt. G. H. C., County surveyor's dept., Berkshire.

Grainger, Pilot Officer D. N., R.A.F., 21, treasurer's dept., Newcastle-upon-Tyne (and son of Mr. V. Grainger, until recently a member of the N.E.C. and secretary of the North-Eastern District Committee).

Jamieson, Sgt. W. M., R.A.F., education dept., Stockport.

DISTINGUISHED SERVICE MEDAL

Patterson, Able Seaman G. E., R.N., inspector, transport dept., Liverpool—for bravery endurance, and devotion to duty when H.M.S. Fiona was lost. Mr. Patterson had previously been mentioned in dispatches for courage, skill, and devotion to duty in operations off the Libyan coast, and has twice been recommended for a commission.

MENTIONED IN DISPATCHES

Rushton, Sgt. H., R.E., clerk's dept., Cheshire C.C.—for work in Cyrenaica.

Civilian

GEORGE MEDAL

Findlay, Dr. L., medical superintendent, Mill Road Hospital, Liverpool. During what has been described by the enemy as one of the heaviest raids ever delivered against an English city, the hospital was seriously damaged. Although suffering from severe head and facial injuries, Dr. Findlay refused all attention and personally directed the evacuation of the hospital and took a prominent part in the rescue of those trapped in the debris. He had previously distinguished himself when a large shelter in the city was hit. His leadership and disregard for personal safety won the greatest admiration.

O.B.E.

Riding, Miss G. E., matron, Mill Road Hospital, Liverpool. During the incident referred to above Miss Riding, despite the fact that she had been trapped for some time and was seriously injured, losing the sight of one eye, superintended the succouring of the injured until she collapsed. Her devotion to duty under trying and dangerous conditions was an example to the remainder of the staff. When a portion of the hospital building was bombed in a previous raid, Miss Riding displayed great courage. Since the outbreak of war, she has responded to the many extra calls made on her with zeal and efficiency.

M.B.E.

Hood, John, A.M.I.Mech.E., M.I.G.E., gas engineer and manager, Birkenhead, and president of the Birkenhead Branch. During an air-attack, a gas works was damaged, mains were broken and some were set alight. Mr. Hood directed and organised the maintenance of gas supplies, remaining at his post almost continuously for three weeks. Despite many difficulties, the supply to industrial users was not stopped and the normal pressure to the district was restored with minimum delay. Mr. Hood displayed remarkable energy, leadership, and devotion to duty in exceptionally dangerous and difficult circumstances.

Sinclair-Lontit, Dr. K. W. C., medical officer for civil defence, Finsbury—for courage and devotion to duty during a heavy air raid, when he attended casualties for 17½ hours and assisted in rescue work after the bombing of a school.

DIPLOMA IN PUBLIC ADMINISTRATION

The examination for the London Univ. D.P.A. can now be taken by candidates who (1) have passed or obtained exemption from London Matriculation ; or (2) have obtained a School Certificate or some recognised equivalent qualification and have for two years held an approved appointment in a Public Office. Attendance at University classes is not necessary ; candidates can prepare for the exam. at home in their leisure hours. The Diploma is increasing in importance as a qualification for those engaged in local government service.

WOLSEY HALL POSTAL COURSES

Wolsey Hall prepares candidates for D.P.A. Examinations by means of up-to-date postal courses drawn up and individually conducted by highly-qualified graduate tutors. A Guarantee is given that in the event of failure, tuition will be continued free of charge. At the 1941 Examination (Extension Scheme) 5 Wolsey Hall candidates were successful, forming MORE THAN HALF THE PASS LIST.

PROSPECTUS

from the Director of Studies, Dept. RH28,

Wolsey Hall, Oxford

PROPRIETORS : DIPLOMA CORRESPONDENCE COLLEGE, LTD.

Help for Serving Members

A NUMBER of branches are now operating schemes of one kind or another to help their absent members by looking after their affairs and thus saving them and their dependants a good deal of anxiety. At West Ham, for example, 32 members in the Forces have placed their affairs in the hands of the branch, which receives their salary or wages, pays all commitments—rent, mortgages, insurances, subscriptions and so on—and either banks or hands to their dependants the balance. In the past year the branch has dealt in this way with more than £2,500—at a cost in general expenses of only £1 2s. 10d.—and has received from both the members concerned and their relatives many messages of appreciation of the relief from work and worry which this service has provided. In addition, the branch collects and sends parcels of books to the men in the Forces, and sent each one a Christmas gift. We are sure that wide circulation of this plan would greatly help absent colleagues, and would convince them that they are not forgotten.

FOR some time, the Clerk and I had thought we sensed a decline in the cordiality of our relations with the members of the Council, a gradual drop in the temperature of that warm geniality which had always existed between our negotiators and those members of the Council whose no doubt unpleasant duty it was to reject all our applications. We discussed it with some concern, for there is all the difference in the world between a Chairman of the Council who says, " I'm sorry, John, old man—nothing doing," and one who says with evident relish, " The committee unanimously decline the application. Good afternoon, my good man." In the first case there remains a faint glimmer of hope that one day perhaps—if we ask only for a fifth of what we are entitled to and do so skilfully and persistently—we may get a different answer. In the second case, one feels that even an offer to work for nothing would be regarded as unduly grasping.

So the Clerk and I pondered unhappily over our gradual estrangement with those who, we had sense enough to realise, were the final arbiters of our financial destiny. The climax came when I found Councillors Gumble, Torpid and McIsaacs chatting with the Chairman in the best room at the " Lamb and Lion," and, jingling a month's subscriptions in my pocket, invited them with affable deference to name their poisons. Only McIsaacs accepted; the Chairman (who in the past has always been so approachable that our Public Relations Fund is bankrupt) replied, " I thank you—no," while the other two merely scowled and shook their heads. The three non-drinkers drew apart a little, but McIsaacs had to stay because I absent-mindedly kept a firm hold on his double whisky.

I resolved that this was a crisis demanding direct methods, so, without finesse, I asked Councillor McIsaacs what was the matter, and in what way we had offended them. He maintained that nobody was annoyed about anything, drank his lotion rapidly, and turned to rejoin his cronies; but as he left me he remarked with apparent irrelevance: " Let me see, there was no Annual Dinner this year—and I suppose the Carnival Ball is off, too? Dear me, such a pity."

Quickly noting the cost of the double whisky against my postages account, I hurried back to the Clerk, who was sitting brooding in a corner. Only that day the Chairman had addressed him formally as " Mr. Clerk " instead of " Old Butterlugs "—the usual affectionate term between them—and the Clerk felt he had lost face. After hearing my news, his spirits rose like a rocket. Obviously, he agreed, the Council were missing those pleasant little social functions we held in normal times, and at which we were able to establish and maintain those terms of easy familiarity which somehow—we were not quite clear why—caused them to view less sourly our occasional and timid approaches on behalf of the staff. Equally obviously, a Carnival Ball such as we normally held to celebrate the New Year must be arranged, even at such short notice and in such unpropitious times.

It was! Though not as good as some we have held, it was emphatically a success. A rather heavy levy on our members provided funds enabling us to invite the entire Council and their astonishingly numerous families. Coloured lights and paper streamers (laboriously clipped from suitable items in the day's salvage) helped to create an atmosphere in which we were able to hob-nob with gusto. Over some very fine grocer's sherry the Clerk, whose dancing days are over, declaimed on the absurd inadequacy of the existing cost-of-living bonus award to every Councillor whose thirst drove him within earshot, while my wife (who, I may say without being uxorious, was the belle of the ball) danced continuously with the Chairman, poured into his sympathetic ear her opinion of my claim to an increase of salary, and told him with much girlish laughter how hard it was to make ends meet in the Jackass household in these hard times. She wouldn't sit out with him though; we don't need the money as badly as all that.

The Ball was timed to end at 1 a.m., but it was 3 a.m. before the gramophone needles and the sherry gave out simultaneously. By that time, those who were still dancing were rotating in that state of mechanical boredom which makes an impartial observer wonder why on earth they don't give it up and go home, as they obviously long to do. Councillor Torpid was one of them, and proved to be literally asleep on his feet—so soundly that all efforts to wake him and stop him circulating failed until his wife shouted " Sirens, Ephraim, sirens! "

"Sirens, Ephraim, sirens!"

into his left ear—the other being stone deaf. The effect was electrical, and added just that touch of slapstick comedy needed to send everyone home in the best of spirits—except Councillor Torpid, who thought it almost blasphemous to joke about such a serious subject.

I escorted, or rather assisted, the Clerk as far as his front door, and I was quite touched when he wept on my shoulder because the Chairman had reverted to the familiar " Old Butterlugs." The Clerk said we had done a noble work. We had advanced the Public Relations policy of the branch immensely, to the ultimate benefit of our members and such of their descendants as were foolish enough to enter the local government service. He also thought the sherry had been unusually good, and enjoined me to get another dozen tomorrow. I left him sound asleep on the doorstep, from which I beat a hasty retreat after ringing the doorbell.

He was not at work the next day, but reappeared the day after, refreshed and stimulated. He suggested we might profitably follow up our social reconnaissance with an early offensive for whatever we needed most. An informal canvass of branch opinion revealed that most of the members wanted more money for local government officers are after all rather mercenary fellows. Like good democrats, we drew up a new and much improved bonus scheme and, hoping against hope that nobody would remind us how we had previously insisted on strict adherence to Whitley awards, we went to the Council cap in hand.

I flatter myself that I have never made out a more logical and unanswerable case for any application before. I was so convincing that I almost convinced myself to the point of believing that even our Council could not refuse.

They listened with the most courteous attention. They even applauded encouragingly my more oratorical moments. They agreed that if ever anyone was entitled to more bonus, we certainly were. They thought I had completely justified our application. They considered that, if anything, we had been less than fair to ourselves in restricting our request to such moderate terms. Finally, they made it quite clear that only the paramount necessity for stringent economy to avoid any increase in the crushing burden of national and local taxation compelled them, with the greatest reluctance, to refuse our application. They complimented me warmly on the manner in which our case had been presented.

I could see that they were thoroughly upset—so much so that only with difficulty did I restrain myself from withdrawing the application and substituting an offer to accept a voluntary reduction of salaries. However, I did manage to master my impulses for once.

We parted on the best possible terms, and I was able to report to our Executive that the most cordial relations had been re-established with the Council. They were very glad to hear it.

NEW COUNCILS FOR OLD

Ratepayers' Views

I TOOK to heart the query after your summary of Mr. Hasluck's remedies in "New Councils for Old" and, wondering if I could find some useful suggestions from the ranks of the long-suffering ratepayers, readily accepted an invitation to give to a small group of men an outline of local government, with an eye to post-war requirements.

Apart from the fact that all were (at the time) over military age, my audience was a good cross-section of the community, from different parts of the country, and different walks of life. One or two were committee members of the local ratepayers' association, and all were earnest townsmen.

After a brief outline of present-day local government, embodying the three main factors of areas, functions, and representation, with summaries of the articles by Mr. Warren and Mr. Hasluck, I invited suggestions on how best to obtain an enlightened local electorate able to elect capable representatives to a body capable of giving efficient and economic service to the largest possible number of people, while fostering and maintaining local interest.

For over an hour the group let itself go, and the discussion would have continued longer had time been available. Each made a contribution and the following main conclusions emerged:

1. Where inclusive rents are paid, the tenants take next to no interest in the affairs of their locality.
2. Some services would be most equitably administered nationally (main water, for instance, should cost the same all over the country), but where geographical or other locally peculiar characteristics dictate the service, that service is best dealt with locally.
3. Public assistance expenses should be borne nationally.
4. Generally speaking, the county is a purely artificial area of local government and could be very well replaced.
5. Central and local government are inextricably interwoven in the pattern of the common weal of the people, and therefore outstanding service to local communities should be an essential requirement for all candidates for Parliament.
6. Without education in local government enlightened progress was impossible.

Taking the discussion by and large, the ideal seemed impossible of achievement, involving as it would some democrato-fascist system which would produce the sweeping, swift-moving, ultra-efficiency of dictatorship with the privilege to debate, to criticise, and to disagree of democracy.

I report this discussion in the hope that it will help to provide a little mortar in the building of the post-war structure of public service.

EDWARD STEPHENSON, A.R.V.A.
Abingdon branch.

Tests for Councillors

THE only way to ensure that all councillors are fitted to undertake the duties required of them is to set up a committee of acknowledged experts on local government administration, to which prospective candidates for local elections should be forced to submit their qualifications. Unless a would-be candidate can prove that he understands the working of local government, and that he is entitled by special knowledge, skill, or experience to become a councillor, his application should be dismissed.

A salary should be paid to all councillors. A hundred pounds a year should be sufficient inducement to all who are at all eager to serve their local community.

To educate the electorate should be the duty of local councils. If they did this job properly there would be no shortage of candidates with the necessary qualifications. Local authorities could arrange series of lectures and discussions on local government, and films could be made and shown at cinemas in the same way as Ministry of Information films are being shown at present. Any council could, with the resources at its disposal, make the electorate "local government conscious."

Finally, the Government should make it compulsory for all able-bodied and able-minded persons to vote. A system of fines could be introduced to punish non-voters.

Camberwell branch. JOHN W. LEE.
(Serving with H.M. Forces.)

READERS' FORUM

Even if pen-names are used, contributors must send name and address as a guarantee of good faith. Letters for the February number must reach the Editor, 192, Edgwarebury Lane, Edgware, Middlesex, not later than January 20.

IMPROVING ADMINISTRATION

Must the Officer be Silent?

PUBLIC employees pay rates and, like other ratepayers, expect to see local affairs managed well and fairly. Yet they cannot criticise without detriment to their job, or risking some form of penalisation. All local government employees are "in the know," and often feel "hot under the collar" about some things, but have to keep silent. Some years ago I openly challenged an official, and I was given notice to quit, but upon second thoughts it was cancelled. Is this fair to minor servants who have to sell their freedom and soul to the council they work for? The fact that so many pen-names appear in our journal proves that most of us live in fear of losing our jobs. As a ratepayer, I dare not enter an open discussion in the local press, without having to sign myself "Disgusted." Why not allow employees to make suggestions, or point out things that are wrong?

HUMBLE.

(Of course the officer should be free to criticise and suggest. Some branches — including, we believe, that of which our correspondent is a member—have secured the approval of their local authorities for a system under which criticisms and suggestions are submitted to the branch executive and, if considered reasonable, referred to the appropriate quarter. Has "Humble" availed himself of this facility?

ASSOCIATION FINANCES

Leeds Branch Criticisms

THE Leeds branch has discussed the passage appearing in LOCAL GOVERNMENT SERVICE for October under the heading "Financing of Holiday Centres," and I am instructed to write to you as follows, for publication in your columns.

The first paragraph is a fair résumé of the main parts of the Leeds memorandum.

According to information, the memorandum was considered at a meeting of the special activities committee, but the question of the finances of the Association, with which the memorandum was principally concerned, could not, of course, be dealt with by that committee, and it would appear that the finance committee of the Association is the only one empowered to give adequate consideration to the submissions of the Leeds branch.

The comments in LOCAL GOVERNMENT SERVICE (a, b, c, d) show a total lack of understanding of the nature of the problem and each item can be proved unsound with very little effort.

Comment a.—Freehold land is not always a safe investment. Fluctuations in value are always possible, as any rating officer will agree. In any case, the question of land as a good investment being open to doubt, it is obviously not to be recommended as an investment for reserve funds.

Comment b.—If £27,404 capital has been repaid to the Association, an examination of the accounts will show that the money has been *re-borrowed* in that it has been re-spent on the holiday centres. The further claim that £14,093 has been paid in interest, and represents an average rate of 4½ per cent, is equally absurd, for the twofold reason that the interest has been re-borrowed, and £5,508 was never paid at all, this latter item being represented by an accumulated deficit on the holiday centres, which, incidentally, was increased to £11,042 in 1940.

Comment c.—Is it seriously suggested that £30,335 could be immediately raised by the transfer from the Provident Society of the purchase price of the properties in Abingdon Street? If so, the Provident Society must be willing to pay for all the items included in that amount, which are detailed as follows:

	£	s.	d.	£	s.	d.
26, Abingdon Street (at cost)				17,500	0	0
Cost of acquisition	442	4	11			
Alterations, decorations, etc. ..	6,922	12	11			
24, Abingdon Street—						
Cost of extension				2,178	19	6
Furniture & fittings	1,962	10	9			
Decorations, repairs, etc.	923	16	10			
Cost of acquisition	405	1	5			
				10,656	6	10
				£30,335	6	4

Comment d.—The statement that the deficiency is a "paper" deficiency only, and could be converted into a surplus by a very slight increase in the charges, is too amazing to be treated seriously. By common reasoning any profits also claimed are "paper" profits and could equally well be converted into losses by decreasing the charges. If the remedy is so simple, why the repeated deficits? Why has not the remedy been applied? The law of "diminishing returns" governs the operation of this *simple* remedy.

Leeds branch ALEC BATLEY,
Hon. Secretary.

(As is reported on page 8, the National Executive Council decided on December 6 to refer the criticisms of the Leeds branch to the finance and general purposes committee.)

COST-OF-LIVING BONUS

Why Less for Women?

THE argument of equal pay for equal work, regardless of sex, is still being discussed, and has even been approved for some temporary war-time replacement posts. Generally speaking, however, local authorities' salary scales for women are definitely poorer and have much more restricted prospects than those for men of similar qualifications. On these salaries the retiring pensions are based. This does not encourage the intelligent and hard-working woman who intends to spend her life in the service, but she has had to grin and bear it!

Now, to add insult to injury, the principle has been accepted by my authority that her *rate* of increased cost of living is less than that of any male, be he married with a family or a care-free, not particularly hard-working bachelor! After all, the married man with children gets income tax allowances, but there are many young married men without children and, with wage-earning wives (plus income tax allowance). Are their responsibilities any greater than those of the woman

who allows her widowed mother one-quarter or one-half of her limited salary and gets no income tax allowance unless that parent has less than £50 p.a. ? If they are, that point is already met by the higher rate of pay.

Many such women live alone, at a cost of living higher than that of married men, and they have to save for their old age, for unless they are fortunate enough to reach the maximum of the top grade, which is far less than the male maximum, their pensions will be inadequate.

Surely the rate of bonus should be based entirely on salary and not further qualified by sex. If there has to be a higher rate, let it be confined to married men (with children). At present, in my authority, junior male clerks with less than £250 p.a., and frequently unmarried with no specialised qualifications, get higher pay *and* £6 10s. p.a. more bonus than the girl clerk of the same age appointed at the same time, who may be more intelligent, more hard-working, and contributing more to her home. Surely it is all wrong ?

FEMINA.

NALGO fully shares this view, and has persuaded the national and provincial Whitley councils to make no differentiation between men and women in their bonus awards. The trouble here is that our correspondent's authority has rejected the Association's claim for adoption of these awards, preferring the civil service scale, which gives 10*s. a week to men and* 7*s.* 6*d. to women earning up to* £250, *and* 5*s. a week to men and* 4*s. to women earning between* £250 *and* £500.

OFFICERS CALLED UP
Prospects of Commissions

DURING the next few months many senior officers, hitherto reserved, together with some " key men " whose service has been deferred, will be called to the Forces. Some of us, eager to serve with our younger colleagues, volunteered 12 months ago when the Air Ministry appealed for administrative officers, but were rejected because we were reserved.

Now that we shall all soon be de-reserved, would it not be fair to reconsider our previous applications to enter the particular branches in which we desire to serve ? With this object, and to ensure the best possible use of manpower, I suggest that local authorities should be invited to recommend for commissions those of their officers who are specially fitted by training and experience for particular services. School teachers were recruited in this way, and a similar invitation was extended to the banks when their staffs were removed from the reserved schedule. I trust that local government officers will not be overlooked.

THE ADMINISTRATIVE SECTION.

WHOM DO WE SERVE ?
A Problem of Loyalty

ANY reader of this magazine, especially " Readers' Forum," over a period is bound to be aware of certain difficulties which appear to be endemic. A correspondent from Little Bluebell writes a letter describing such matters as unnecessary overtime, favouritism, or faulty promotion methods in his own district —and readers in towns or cities all over the country begin to suspect some member of their own departments of having written that letter. " Why," they say, " he gives a life-like picture of our Mr. X and his pet peculiarities ! " Arguments begin with the subject of the letter and spread over a wider field, with more or less benefit to the protagonists.

This raises the question : *Whom do civil or local government servants serve ?*

You officers of Little Bluebell, for instance —do you serve the chief of your department ; or the town council and its committees ; or the ratepayers ; or the public ?

Your answer is important. For one thing, it affects the matter of loyalty. Someone wrote a piece concerning an individual who stated that his favourite bit of poetry was the verse—

Hang the People,
Blast the People,
Damn the Lower Orders !

Now, suppose you had a chief rather like that chap, and you considered yourself a servant of the people ? Don't you think that you would be suffering constantly from a conflict of loyalties ? And what would you

do about it ? There would be no difficulty if you are loyal first to the chief—you would join in the recitation with gusto ! The council, too—there *are* councillors and M.P.s who, once elected to serve their constituents, proceed to serve themselves as a primary duty. Do you live to serve them loyally ? Or is it the fundamental aim of each officer to " Keep the rates down " ?

Returning to my first paragraph, I suggest that the errors and evils which are so widespread in local government arise from faults in the attitude of members from top to bottom of the service. A leader with wrong ideas can be a menace, but, on the other hand, followers with right ideas can change that leader.

E. L. GABRIELSON.

ARE WE INHUMAN ?
Too Much Red Tape

FOR some time I have suspected that the local government officer's job, like that of many civil servants, tends to make him lose his grip on reality. After a few years of the life, printed forms and statistics take on flesh and blood, and human beings, human needs, and human failings grow dimmer and dimmer, until they are at last forgotten.

I am reminded of this melancholy thought by a passage in F. H. Bristow's letter in the September Journal on the need for " mobile units " after bombing. He says, " A large van . . . could easily be . . . stocked with all the appropriate forms, ration books, identity cards, gas masks, etc. (even money and clothes might also be included) . . . " The only things of real use—money and clothes—are dragged in as a parenthetic afterthought, and pride of place is given to " the appropriate forms," etc.

I came across another example of this unfortunate outlook in my own department the other day. A clerk answered the telephone, and had to consult a colleague. " Who is it, the —— department ? " asked the latter.

" No," replied the first clerk, " only a member of the public."

A further example is the use of the strange term " mobile unit " instead of " motor van " or just " van."

These remarks are not intended as personal criticism of Mr. Bristow, but of the tendency revealed by the examples given.

RED TAPEWORM.

PAYMENT OF FIRE-GUARDS
Whose is the Property ?

JOHN HEDLEY asks four questions in your November issue. I now ask *him* some questions on the meaning of the word " our " in " our factory," etc. Has he never heard of " landlord," " tenant," " employers " and " employed " ?

If his use of the word " our " is correct, then it follows that every building now being guarded must be the property of the fire-guards concerned. Will he explain how the change occurred ? I have no doubt that every *real* property owner will receive the news with loud laughter.

I was also interested to see that " Fire-guard," in the December journal, admits the possibility of human nature doing " at least *some* things for nothing."

In " peace-time " we are told that Socialism is impossible because " human nature " will not work without the incentive of gain. Now that war dominates our lives in ever-increasing measure, some people are finding that acquisitiveness is not the only or strongest motive in human actions, nor even a desirable motive, as the anti-socialist would like us to believe. This admission should be noted by all interested in political discussion.

25, Mayne Avenue, Luton, Beds.

S. HARRIS.

OVERTIME AGAIN
" Modern Slavery "

OVERTIME is popular with many chiefs, councils and ratepayers because it is something for nothing. It requires little supervision, so chiefs can go home at the usual times.

Overtime is compulsory unpaid labour on daily duties. Such labour in Africa is called slavery, and any Englishman who will not vote for the abolition of slavery in England ought to be hung on the first lamp-post. That includes every member of the N.E.C., who have shamefully neglected conditions in the provinces except for the collection of subscriptions.

If they dare not face an election, I suggest they all be raised to the Peerage and sent to the House of Lords ; it seems to be the only thing they are fit for, and we shall know which side they are batting for.

If the N.E.C. haven't the backbone to protect us from this thieving racket, what are we paying our subscriptions for ?

A YORKSHIRE TYKE.

LAND NATIONALISATION
Who Creates the Value ?

MR. SCRIMSHIRE'S letter is informative. He bought a house and a plot of land. The building of the house had given employment directly and indirectly ; Mr. and Mrs. Scrimshire both laboured on the land and employed labour to improve it and produce food ; they also built an outbuilding (more employment directly and indirectly) which was required in connection with their labours. The result—they were taxed and rated on the products of their labour (and capital)—house, garden, and outbuilding. No great incentive to anyone to make improvements. Mr. Scrimshire is entitled to the full value of all the improvements created by his labour (and capital).

But what was the value of the land as a field and the value as a building plot before Mr. Scrimshire put spade to it ? Was there not a considerable increase in value. Who created it ?

DEVA.

(More letters on page 14)

Introducing

NASHCRETE PREFABRICATED CONSTRUCTION

NASHCRETE Prefabricated Construction affords the most rapid and most efficient method of providing buildings for Workshops, Canteens, Hostels, Dormitories and Dwellings of the Family Bungalow type.

Nashcrete Prefabrication provides buildings of practically any shape or size desired, sent out ready for erection by unskilled or semi-skilled labour in the minimum of time. In fact, Nashcrete buildings can range from a simple unlined, unlighted garage to a cosy family bungalow.

As an example, three unskilled labourers can erect the prefabricated sections of a Nashcrete hut or bungalow complete with windows, doors, etc., in four days.

This erection is not subject to delay through frost or weather. Nashcrete Buildings are Weatherproof, Fireproof, Verminproof, last indefinitely, and have 100% Salvage Value.

We should be glad to send our experts to discuss your particular problems and explain just how best you could take advantage of the opportunities this system offers.

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READERS' FORUM

(Continued from page 12)

THE BRENTWOOD CASE

Our Report Criticised

I HAVE read with interest the announcement on page 227 of the December LOCAL GOVERNMENT SERVICE under the heading "N A L G O Wins Bonus Claim in Industrial Court—Council to Pay Full Whitley Award." I am sure your last desire would be to mislead or to misrepresent the facts, but I should like you to consider whether you are satisfied that your article does, in fact, give a true picture of the position.

N A L G O claimed the cost of living increase as from April 1, 1940, and if the Industrial Court had awarded the increase from that date, I think there could have been no quarrel with your heading, "Council to Pay Full Whitley Award." The facts are that the Court made the award operative as from April 1, 1941, and the increases in salaries already granted by the council as from April 1, 1941, were merged in the increases awarded by the Court.

Council Offices, Brentwood. J. J. R. DAY, Clerk of the Council.

Whilst we publish Mr. Day's letter, we cannot admit his point. It is, of course, true—as we stated—that the Industrial Court required Brentwood urban district council to pay a bonus in accordance with the second *award of the National Whitley Council from April* 1, 1941, *and not, as N A L G O had claimed it should, from April* 1, 1940, *the date on which the* first *award took effect. It seems to us, however, that for the purposes of our headline the date to which payment of the bonus was made retrospective is immaterial. The point is that the Council was required to pay the award "in full"—i.e. at the full rate recommended by the National Whitley Council. That is what our headline said, and meant.*

N A L G O Postal Photographic Society

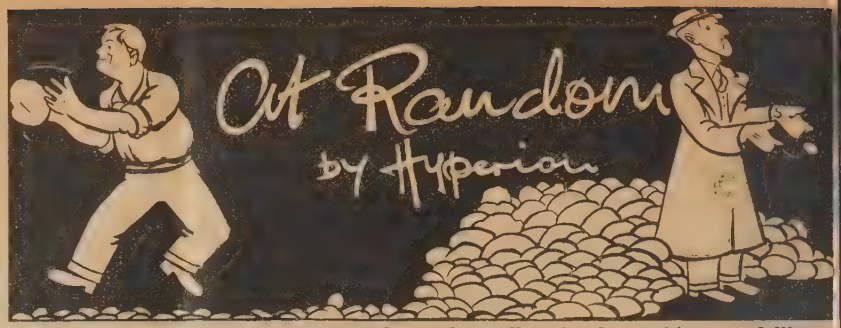
Mr. C. V. Wildsmith, acting secretary of the N A L G O Postal Photographic Society, writes to say that, despite war difficulties, it is still very much alive, and would welcome new members. Every month a portfolio of members' photographs is circulated. Each member criticises the prints of the other members and inserts one of his own, which is returned to him with the comments and criticisms of his colleagues. In this way photographers, whether beginners or experts, obtain invaluable training in criticism and advice on their own work. The annual subscription has been suspended for the war period and the only costs are an entrance fee of 2s. and postage on the portfolio (usually 10d.). Applications for membership, accompanied by subscription card or other proof of N A L G O membership, should be sent to Mr. C. V. Wildsmith, Surveyor's Office, Town Hall, Manchester, 2.

Wanted—A War Orphan

A YORKSHIRE member of N A L G O wishes to adopt a girl aged between three and five, and would particularly like to give a home to a war orphan from one of the bombed areas. If any member knows of a suitable case, will he please send details to headquarters.

FOR HOUSEHUNTERS

WORCESTER PARK.—Attractive semi-det. house for sale: 3 bed., 2 rec., bath, kitchen, matured garden, brick garage—£895, freehold. Apply Box H.P.B.43, N A L G O, Croyde, Braunton, N. Devon.



I always regard men and women who work at all seriously at things as falling into two classes, roughly—those who leave absolutely no stone unturned to make the thing they are at a success, and those who turn just enough stones to make it just about do.—*Sir Robert Morant.*

In Britain Now

Farmhouse recipes. Lemon curd without lemons, chutney without sugar, fish cakes without fish, 2/6 the three; stamped addressed envelope.—*Advt.*

* * *

Hint for the Chancellor

"*You don't know the first thing about syntax.*"

"*My goodness, is there a tax on that, too?*"

* * *

Local Government Dictionary

Committee—a contrivance by which persons who separately can take no effective action, collectively decide that no effective action can be taken.

* * *

The Female Form Divine

She can best be described as having a beautiful profile all the way down.

* * *

He asked her where she didn't get the bathing suit.

Her waist, like the Equator, is an imaginary line.

* * *

The Miracle

An old woman at the Ulster frontier was asked if she had anything to declare. No, nothing at all. But what was in the bottle? Oh, only holy water, holy water from Lourdes. The customs officer pulled the cork.

"Whisky it is," said he.

"Glory be to God," said the offender. "A miracle!"

* * *

The Philosopher

A woman whose house was half-demolished by a bomb said, surveying what was left: "Well, the chimney wanted sweeping, anyhow."

* * *

Trials of a Worm

Returning home from the office, Jones remarked to his wife:

"These gas-masks seem to get heavier with carrying."

"Yes, dear," replied his wife, sweetly. "You went away this morning with the box we keep the electric iron in."

Awful Thought!

"Perhaps Hitler will decide to invade

England on the same day that we decide to invade the continent."

* * *

The Golden Minute

"The chairman reported that the mayor had been in the service of the Corporation for fifteen years and was now suffering from paralysis of the hindquarters. Resolved, that it be put out to grass."

* * *

Local Government Post-Bag

Dear Sir,—I am informing you that I am going to have my Pig killed on Tuesday afternoon, Novr. 4, and also my Mother, Mrs. X, the same day.—Yours faithfully, ——

* * *

I enclose herewith 440 clothing coupons for expectant moths.

* * *

Inventions Department

An Air Ministry man told me of two ideas sent them for dealing with night bombers: (a) to erect gigantic vacuum cleaners and suck the bombers out of the skies; (b) to fill the upper air with chloroform so that air crews would be anæsthetised.

* * *

History Repeats Itself

Scene—A hotel.

Little Girl: "*Oh mummy! They've given me a dirty plate.*"

Mother: "*Hush, darling. That's the soup.*"

"Punch" (in 1917).

* * *

Wireless Humour

"My other brother Joe used to drive a steam-roller for the borough council. But 'e's

lost 'is job now, because they found 'im goin' 'ome to tea on it."

FIRE PREVENTION (BUSINESS PREMISES) (No. 2) ORDER, 1941

Advance subsistence allowances to occupiers

WE have supplies of forms which make provision for parts 1 and 2 of Home Security Circular No. 255/1941, supplementary to the above Order.

Patterns are also available for Home Security Circular No. 256/1941 covering subsistence allowances for Civil Defence Workers.

In all cases designs are available to permit the use of Kalamazoo Visible Equipment with its resulting speed-up in posting and reference.

Write for Specimen Forms without Obligation

Also— The KALAMAZOO VISIBLE EXPENDITURE ANALYSIS SYSTEM

greatly facilitates the distribution of expense over departments of services. Large numbers of Authorities are finding this system of the greatest possible help in coping with the increased items of expenditure.

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ROUND the DISTRICT COMMITTEES

Southern

A FEATURE of the report submitted to the annual meeting held at Swindon on December 13, Mr. E. H. Davies presiding, was the good attendance at meetings during the year and the maintenance of membership in the district. Many improvements in service conditions have been made, and now that the South Midlands provincial council has issued recommendations, confidence is high.

Mr. J. E. Arnold (Windsor), chairman of the Benevolent and Orphan Fund committee, reported that over £100 had already been given or promised as special donations in response to his recent appeal. The Reading branch was congratulated upon having contributed the highest amount per head of membership in 1940, and receiving a diploma of merit for attaining £1,000.

Officers were elected for the ensuing year, Mr. F. H. Herbert (Swindon) being chairman.

Eastern

ALTHOUGH the balance sheet submitted to the Eastern district committee when it met in London on December 12 showed the lowest surplus on record—£14, a result of diminishing membership due to the call-up—the annual report revealed that branch interest in the Association's work had never been higher. "We believe," the report stated, "that the successful handling of war-time problems will ensure the survival of a virile and efficient organisation in a post-war world, where conditions undoubtedly demand the existence of such an Association."

There had been keen competition for the Benevolent and Orphan Fund Cups. The Norwich Cup, for branches with a membership of less than 50, went to the Essex Rivers Catchment Board branch; the Southend-on-Sea Cup, for branches with between 51 and 200 members, went to the West Suffolk branch; and the Norfolk Cup, for branches with a membership exceeding 200, was won by the Norfolk branch, with an average contribution of 8s. 6d. per member.

Much interest was shown in progress made by the provincial Whitley council, agreed salary proposals of the council being before the committee for the first time. Observations arising out of the publication of the booklet were referred to the staff side.

A proposal that the N.E.C. be asked to explore the possibility of securing optional superannuation at 55—compulsory at 60—was explored, but there was a strong feeling that however desirable it might be, such a proposal could not be pressed in war-time.

The committee agreed unanimously that the holding of a summer school in 1942 would be impracticable.

Satisfaction was expressed at the decision of the N.E.C. to hold an annual conference in accordance with the Rules, a proposal which had been consistently put forward by the committee over many months.

Interest was expressed in the request from the N.E.C. for observations on family allowances. Every branch in the district is to be asked to submit constructive views which will be collated and considered by a special committee in time for consideration at the March meeting.

For some time there has been criticism of the N.E.C.'s failure to be responsible for a clear-cut policy on temporary membership, and the executive committee has been instructed, in the absence of further views from the N.E.C., to formulate a definite policy for the guidance of branches in the district.

Mr. C. F. Lolley (Bedfordshire) was appointed chairman for the ensuing year, and Mr. A. Denton Ogden vice-chairman.

South Western

THE annual meeting was held in t Guildhall, Exeter, on December Mr. C. J. Newman presiding. Mr. R. T. She (Devon) presented the report of the Benevol and Orphan Fund committee, taking pride the fact that the district had contribut the highest amount per head of membersh

Mr. E. J. Stead, president of the Associatio gave a brief talk on the negotiations Whitleyism.

Concern was expressed that the Nation Executive Council should meet at centr inaccessible to South Western members. T recently established reconstruction committ was also criticised, particularly by membe from urban and rural authorities because th did not consider the committee to be ful representative of their interests.

The divisional officer, Mr. N. M. Woodcoc reported the improvements in salaries a service conditions since the last meeting, a the committee recorded appreciation of his se vices. The honorary officers were all re-electe

SCOTTISH NOTES

ALTHOUGH some summary sheets have not yet been sent to the divisional office, it would appear from the information so far received that, despite war difficulties, the membership of the Scottish District will have been maintained. Summary sheets should now be sent without further delay, so that the current membership of the district can be ascertained. The new system for recording membership and subscriptions will save branches much time and work, and the delay—due to the control of paper—in supplying the new forms and cards is regretted.

During the past month, a number of branches have held their annual general meetings. Attendance at these, in spite of the difficulties, has been distinctly encouraging and provides evidence of a desire for solidarity among officers which augurs well for the future of NALGO. At the annual general meeting of the **Renfrewshire (Paisley & District)** branch, Mr. Mortimer, the former divisional secretary, and first secretary of the branch, was presented with an electric clock. Another of the original members of the branch, Mr. Robert Gardner, who has now retired, was also presented with a clock.

Details of each branch meeting cannot be included in these notes, but one of the principal problems raised is that of collection of subscriptions from members on war service. It is probable that this matter will be raised at the forthcoming annual conference. Discussions on the vexed question of cost-of-living bonus, particularly for those at present outwith the joint industrial council award, has demonstrated the patience of local government officers in awaiting further pronouncements of the J.I.C.

Bonus Decision This Month Membership Maintained

The Joint Industrial Council is to meet January 9, when the revision of the prese bonus award will be raised.

The representatives of the staff side of t Joint Industrial Council have conferred wi members of the National Executive Coun on closer co-operation between the Scotti J.I.C. and the English Whitley Council. T meeting was lively and interesting, and a repo on the subject will be made later.

NALGO DIARIES

MAY we offer an apology to the man members who have failed to obta a copy of the NALGO Diary for 1942 The reason is twofold.

1. Since many of the copies ordered la year were left unsold, it was decided this ye to avoid a repetition of that waste by orde ing only as many diaries as were sold la year. That number has proved inadequat
2. It is impossible to obtain furth supplies, since the whole stock of leath was lost when the manufacturers' premis were destroyed last May. Indeed, but fo the foresight of Headquarters in storin a reserve supply of leather at Croyde Ba there would probably have been no diari this year at all—and certainly none at th reasonable price which is being charged fo them.

In these circumstances, it is proposed t allocate diaries to those branches which hav ordered supplies, in proportion to the numbe available. Some branches have already pai for more than they will receive, but we hop they will recognise that the system of distribu tion adopted is the only fair one. The destruc tion of the manufacturers' premises has di organised output, but stocks will be distribute as soon as they are received.

Are You Fond of Children

MR. E. G. SAVAGE, of the Educatio Officer's department, L.C.C., writes t extend an invitation to NALGO member in the London area to help in the play centre established in air-raid shelters and elsewher for children between five and fourteen. Th centres are usually open between 4.30 an 8 p.m., but helpers are not expected to be o duty for more than one and three-quarter hour at a time. A fee of 5s. 6d.—6s. 6d. per evenin is paid, the amount depending on qualification and experience. There is a particular need fo men and for both men and women wit qualifications in handwork.

Members willing to engage in this interestin and useful service should write or telephon to Miss Reed, S.S.3, Education Officer's Depart ment, County Hall, S.E.1 (WATerloo 5,000 ext. 447).

HOW TO RAISE MONEY FOR THE B. & O. FUND

DESPITE rising prices and emptying pockets, many branches continue to raise good sums for the Benevolent and Orphan Fund. Of the methods adopted, dances seem still to be the most popular, and recent sums obtained in this way include £25 10s. from **Warwickshire county**, £5 17s. 9d. from **Caterham and Warlingham**, and £5 2s. 8d. from **Rowley Regis.**

Sweepstakes still hold their popularity, and **Minehead** in the past year has raised nearly £10 in 2d. draws on football matches and horse races, and by a 1d. a week levy on members on top of their normal subscriptions. **Hertfordshire county** is organising a Christmas draw.

Raffles continue to be popular, **Hammersmith** netting £7 10s. with a doll dressed by a member of the branch (had it used a tailor's dummy and provided the clothes coupon-free, the amount might have been greater !), **Orpington,** too, has secured £3 13s. 3d. from raffles.

Of more original schemes, we like that of the **West Riding county** branch, which has installed automatic billiard tables for the use of fire watchers and is giving half the proceeds to the Fund. If the tables guarantee automatic breaks to those paying most, the proceeds should be high. **Herts county** branch is selling special Christmas cards with a picture of the County Hall, for the Fund.

At **Erith,** 90 members have agreed to double their subscriptions from November 1. **Halifax,** in addition to giving £50 from its branch funds, has agreed to pay the subscriptions of all members in the Forces from the same source—an admirable idea. And **Kent county** has raised the record total of £335 during the year.

What is *your* branch doing ? We cannot mention all donations, but we shall publish details of all novel money-raising devices sent to us.

Q=100,000

This formula will help to solve Britain's transport problem

"Q" is the key to Transport's most urgent problem — the problem of providing Britain with the *extra* wagons and lorries she needs so urgently. If only 15 per cent. can be saved in standstill time, the equivalent of 100,000 *extra* vehicles comes into being immediately. In fact, that is the only way they *can* be produced, now that no new lorries or wagons are being made because of the shortage of labour, of time, and of material. Every user of transport, large or small, is being asked to study these questions, aimed at cutting down standstill time and getting a QUICKER TURN-ROUND of the wagons and lorries they use.

Transport Users are being asked

1—*Have you planned to make labour available to load or discharge immediately? Have you arranged to load to capacity?*

2—*Have you installed labour-saving equipment to speed up loading and unloading? If this is not possible, have you improvised?*

3—*Do you help consignees by informing them, as far as you can, when the goods you forward may be expected to arrive?*

4—*Are your arrangements between your office and your loading staff as good as they should be? For instance, have you arranged for the immediate checking of loads?*

5—*Have you talked the matter over with the men who actually load and unload?*

6—*Do you make the most of every hour of daylight to clear loads, carrying on into the blackout when possible?*

TRANSPORT USERS ARE WORKING FOR

Quicker Turnround

Issued by the Ministry of War Transport

Short Story Writing

If you are interested in short story writing as a profitable and fascinating hobby, you should not fail to get a copy of "How to Succeed as a Writer."

This booklet gives details of the highly successful Regent courses, which are conducted by Mr. Harold Herd, well-known London editor and author.

Among the subjects covered by the booklet are:

(a) The New Writer's Chance.
(b) Openings for the Short Story Writer.
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(d) Earning While Learning.
(e) The Ideal Hobby in War-time.
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(g) A Notable Record of Success.

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Send 6d. in stamps for a **full-size specimen lesson** of the Short Story Course and a copy of "How to Succeed as a Writer"—*without obligation.*—THE REGENT INSTITUTE (Dept. 190H), Palace Gate, London, W.8.

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MISCELLANEOUS

REMOVALS AND STORAGE UNDERTAKEN by DAVIES TURNER & Co., Ltd. (Est. 1870), 4, Lower Belgrave Street, S.W.1 SLO 5121.

FOR WATER STORAGE.—3-gallon Earthenware jars, large quantity for sale, also Tide flaps. **Gunn, Whitepost Farm, London Road, Rayleigh, Essex.**

SHELTERS.—

Bugs, Lice, Fleas, immediately exterminated in bunks, bedding, etc., by MINSEC (Regd.), also guaranteed to kill beetles, woodlice, ants. Used by thousands of Authorities and Commercial Companies. M.O.H., Chief Sanitary Inspectors, A.R.P. Controllers are invited to apply for full particulars and generous free sample.

MINSEC CO., NEWPORT, MON.

PALM COURT HOTEL

THE SUN SHINES LONGER HERE...

THOSE who bear the strain of administering Local Government often need and deserve a rest and a change, to fortify future effort.

Here is the spot, amidst sub-tropic loveliness, where modern amenities, food from our own farm, bright recreations, restore body and mind. Special terms for winter or permanent residence. Choice Wines.

Write for terms to Mr. A. N. PURKIS—

PALM COURT HOTEL TORQUAY

SALARIES AND SERVICE CONDITIONS

SOUTHERN REGION.

The Eastern District Provincial Council has approved the following salary scales and recommended their adoption by local authorities from April 1 next :

Men

Junior and general division : £50 (at 16)+10 (1) + 15 (10)—£210 (at 27).
Clerical division (a) : £220 + 10 (1) + 15 (2)—£260.
Clerical division (b) : £270 + 15 (2)—£300.
Professional, technical, and administrative division :
Grade A : £240+15 (4)—£300.
Grade B : £310+15 (3)—£355.
Grade C : £365+15 (3)—£410.
Grade D : £420+20 (3)—£480.

Women

Junior and general division : £40 (at 16)+5 (1)+10 (1)+15 (1)+10 (6)+15 (2)—£160.
Clerical division : £165+10 (2)+15 (1)—£200.
Professional, technical and administrative division :
Grade A : £180+10 (4)—£220.
Grade B : £230+15 (1)+10 (2)—£265.
Grade C : £275+10 (3)—£305.
Grade D : £315+15 (3)—£360.

The provincial council has also approved service conditions covering recognition of examination successes, office hours, holidays, sickness payments, and recommendations on qualifications for junior entrants and the establishment of local joint committees. The scheme has already been adopted by some local authorities and is under consideration by others.

Cheltenham B. has resolved to become a constituent member of the South-Western provincial council.

Gosport B. has resolved to become a constituent member of the South Midlands provincial council.

Portsmouth C.B. and **Havant and Waterloo U.D.** have resolved to adopt the recommendations of the South-Midlands provincial council on grading, classification, and salaries of staffs.

Torquay B. has adopted improved salaries scales for women :

Grade III : £52 (at 16) + 8 (1) + 15 (4)—£120.
Grade II : £130 + 15 (2)—£160.
Grade I : £170 + 10 (3)—£200.

Wellington U.D.C. has resolved to adopt the salaries scales recommended by the South-Western provincial council.

NORTH WESTERN AND NORTH WALES

The appeals committee of the Lancashire and Cheshire Whitley Council met in Manchester on Monday, December 1, to hear grading appeals from **Bollington U.D.C., Oldham C.B., Congleton B., Rochdale C.B., and Ashton-under-Lyne B.** Of the 14 appeals, all but two were allowed. The appellants' cases were presented by Mr. Alan Procktor, the assistant divisional secretary.

Blackburn and district branch, after its recent decision to admit temporary staff into membership for the duration of the war, held a recruiting campaign which has brought in more than 40 new members. Bravo, Blackburn ! Other branches, please copy.

Blackpool C.B., after a recommendation by the general purposes committee that the National award should be applied, has decided instead to grant the civil service award. The Corporation has been informed that, in these circumstances, the dispute previously entered against it under the Conditions of Employment and National Arbitration Order will not be withdrawn.

On a recent application by N A L G O, **Caernarvon C.C.** has decided to pay, as a minimum, the full National Whitley council award.

North Cheshire Branch.—Negotiations have taken place with **Sale B.** in respect of the superannuation rights of a member of the staff who resigned his appointment to take up a position under the National Fire Service. The council has not guaranteed reinstatement, but has accepted liability for the preservation of the officer's superannuation rights.

Rochdale branch, at its annual general meeting, unanimously agreed to admit temporary staff into membership for the duration of the war.

Following continued negotiations, **Southport,** which had previously adopted the Whitley Council cost-of-living bonus, with a ceiling at £300, has now decided to pay the full award to the whole of the staff.

NORTH-EASTERN AND YORKSHIRE

Elland U.D.C. has decided to become a constituent member of the Yorkshire Joint Council and has adopted the recommended scales of salaries with effect from April 1, 1942.

Newburn U.D.C. has increased the minimum and maximum salary of Grade B as follows :

Old Scale: £182 + 13 (4)—£234.
New Scale : £220 + 13 (4)—£272.

Cost of Living

Last month's cost of living figure is on Page 7.

Hospitality for Warriors

Below is a complete list of branches and individual members who have offered hospitality to N A L G O members in the Forces stationed in their areas. We shall be happy to add to it.

BRANCHES

Ashton-under-Lyne.—W. B. BRADLEY, electricity works (use of Waterworks Social Club offered).
Blackburn N A L G O Sports and Social Club.—J. COX, 42, Victoria Street.
Cambridgeshire.—LEO MASON, Shire Hall.
Chelmsford.—L. E. INNES, Essex Rivers Catchment Board, Essex Rivers House, Springfield Road.
Cheshire County.—H. JONES, 47, Walter St., Chester.
Croydon.—Twelve members offer evening hospitality, and four are willing to entertain members in the Forces overnight. Apply L. J. BOWERS, Education Office, Katharine Street (CROydon 4433, Ext. 210).
Grimsby.—J. W. L. BUXTON, borough treasurer's dept., Municipal Buildings, Town Hall Square (Grimsby 55141).
Hinckley, Leicestershire.—J. G. S. TOMKINS, 16, Station Road.
Ipswich.—Miss E. M. EDE, public assistance dept., 19, Tower Street.
Isle of Wight.—S. H. MATTHEWS, County Hall, Newport, I.O.W.
Leicester.—J. HILL, City Water Offices, Bowling Green Street.
Lincoln.—Lindsey County officers hold a monthly social. Particulars from secretary, N A L G O, County Offices,
Newcastle-upon-Tyne.—V. GRAINGER, Town Hall.
Rochdale.—Municipal Officers' Club, Toad Lane, invites Nalgoites in the Forces to become temporary members. Billiards, table tennis, darts, cards, and bar. J. H. LEVER, Town Hall, Rochdale (Rochdale 3181).
Ware, Herts.—E. B. CULLIN, secretary of the Herts A.R.P. Recorded Music Society, will welcome music-lovers to his home, 17, Jeffries Road, Ware, by appointment, and to meetings of the society, which are usually held at 3 p.m. on the first Sunday of each month at The Priory, Ware. Details from Mr. Cullin.
Wimbledon.—Offers hospitality and facilities for sport and recreation : J. W. BABBS, borough engineer's dept., Town Hall, S.W.19.
Winchester.—R. G. CASTLE, Guildhall.
Wrexham.—H. BROOKFIELD, borough surveyor's dept., 1, Grosvenor Road.

NALGO ADDRESSES

To avoid delay, members are asked to address correspondence as follows :

On all subjects except ancillaries, in the first place to the appropriate district office :

SOUTHERN REGION

Regional Officer (and Metropolitan District) : **T. M. Kershaw,** 192, Edgwarebury Lane, Edgware, Middlesex (EDGware 2025).
Divisional Officer (Eastern and South-Eastern districts) : **F. Thomas,** 54, New Street, Chelmsford (Chelmsford 4347).
Divisional Officer (Southern and South Western districts) : **N. M. Woodcock,** 16, The Crescent, Taunton (Taunton 2779).

E. and W. MIDLANDS AND S. WALES

Regional Officer (and E. and W. Midland district) : **J. E. N. Davis,** 14, Earlsbury Gardens, Birchfields, Birmingham 20 (Birchfields 5123).
Divisional Officer (S. Wales and Monmouthshire districts) : **A. H. Geary,** 11, Park Place, Cardiff (Cardiff 1646).

NORTH-WESTERN AND NORTH WALES

National Whitley Officer and Divisional Secretary : **Haden Corser,** 2, Mount Street, Manchester 2 (Blackfriars 7668).

NORTH-EASTERN AND YORKSHIRE

Divisional Secretary : **W. Cecil Wood,** 12, East Parade, Leeds (Leeds 24861).
Divisional Officer (North-Eastern district) : **W. J. Upton,** Milburn House (A), Dean Street, Newcastle-upon-Tyne 1.

SCOTTISH

Divisional Secretary : **H. Slater,** 67, West Nile Street, Glasgow, C.1 (Douglas 0404).

Relating to **N A L G O** *ancillaries and the supply and delivery of "Local Government Service" to—*
The General Secretary, N A L G O, Croyde, Braunton, North Devon (Croyde 212).

Relating to **Public Relations** *and "Local Government Service" (editorial), to—*
The Public Relations Officer, 192, Edgwarebury Lane, Edgware, Middlesex (EDGware 2025).

Relating to "Local Government Service" advertisements, to—
A. Darby's Advertising Agency, Cobham House, 24, Black Friars Lane, London, E.C.4 (City 6686).

LONDON OFFICE

The General Secretary, 27, Abingdon Street, Westminster, S.W.1 Telephone and telegrams WHItehall 9351.

PERSONAL

Bromsgrove.—F. W. GOODMAN, The Pines, Stourbridge Road (secretary of Bromsgrove branch).
Cheadle Hulme, Cheshire.—J. DARRICOTTE, Grove House, Grove Lane (Bramhall 306), offers "meals, bath, bed, snooker, table tennis," etc., to members, who should write or phone first.
Harrogate.—L. DELLOW, 4, Woodside (Office, Harrogate 5031; house, 2808).
South Shields.—J. Y. FAWCETT, "Earldene," 11 Windermere Crescent, Harton (South Shields 1000).
Stourbridge.—J. M. CLARK, Southgate, Norton Road, Stourbridge (Stourbridge 57175) (formerly a member of the Southgate branch) offers evening or overnight hospitality.

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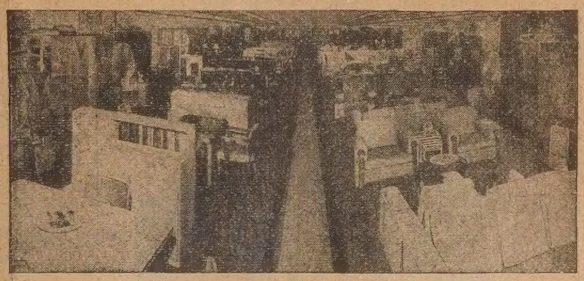

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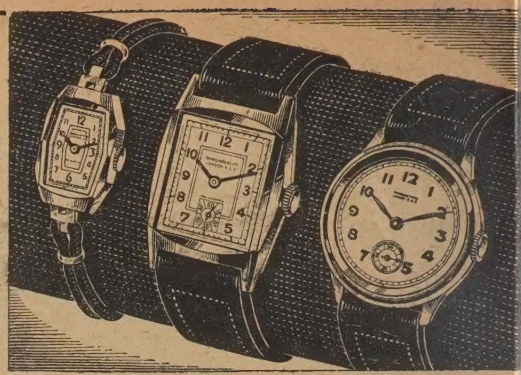

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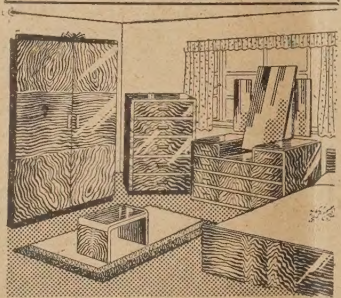

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